1987-88 AASCU/CUPA
NATIONAL FACULTY SALARY SURVEY
BY DISCIPLINE AND RANK
IN STATE COLLEGES AND UNIVERSITIES

AMERICAN ASSOCIATION OF
STATE COLLEGES AND UNIVERSITIES

COLLEGE AND UNIVERSITY
PERSONNEL ASSOCIATION

In Conjunction With

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The organization is a professional association which serves higher education by providing its institutions and human resource professionals with developmental opportunities and technical assistance for the effective management of human resources. The Association exists to facilitate the exchange of ideas, to conduct research and analysis, and to transmit information which will enhance the state of the art as well as professional growth and development.

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ACKNOWLEDGMENTS

This AASCU/CUPA 1987-88 National Faculty Salary Survey by Discipline and Rank in State Colleges and Universities has been a collegial undertaking in the best sense of the term. The College and University Personnel Association (CUPA) with headquarters in Washington, D.C., cooperated with the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and with Appalachian State University in Boone, North Carolina, to produce this report.

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Finally, very special thanks go to those 272 state college or university presidents/chancellors--AASCU members--who participated in the study.

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INTRODUCTION

The Background

The College and University Personnel Association (CUPA) is dedicated to supporting human resource professionals associated with higher education around the world by disseminating current theory, methodology, and research results on personnel issues.

In 1974, the CUPA Board of Directors proposed establishing a survey of faculty compensation (page 1, CUPA Wingspread Conference, March 1977; and September 1977, Chairman's Report). The CUPA Faculty and Staff Relations Council took responsibility for planning, developing, and conducting a pilot model of faculty salaries by discipline and by rank. In 1980, the Council developed a pilot faculty salary questionnaire, along with rationale, instructions, and definitions. They sent the questionnaire to colleagues in 13 diverse CUPA colleges and universities who critiqued it. A review of the respondents' comments indicated that a model already in use by Oklahoma State University to gather similar data best met survey needs. The results of the critique process were submitted by the Council to the CUPA Board of Directors for approval. Once the Board granted permission, CUPA representatives met with appropriate officials at the American Association of State Colleges and Universities (AASCU) to mount a pilot study of 21 general and specific disciplines among the AASCU members. Two hundred five (205) institutions participated in the 1981-82 national pilot. Later, with many more disciplines/program areas, 227 institutions participated in 1982-83, 215 participated in 1983-84, 268 participated in 1984-85, 262 participated in 1985-86, 261 participated in 1986-87, and 272 participated in 1987-88. In all, over the period of seven years (1981-82 through 1987-88), 362 AASCU-member institutions have participated in the AASCU/CUPA national faculty salary surveys by discipline and rank at least once.

This 1987-88 survey is a further step in the long-term plan to collect as complete information about faculty salaries as is possible. Sustaining collection of data on the same number of disciplines and institutions over a number of years will eventually establish a data base capable of extensive analyses of faculty salaries. Continuing this year (1987-88), the survey is conducted every fall semester and includes most of the 50 two-digit program areas in A Classification of Instructional Programs and many of the four- and six-digit areas. The results will be released at the beginning of each new year so that more current data can be effectively used by line administrators in a timely fashion.

For the fourth straight year (1984-85 through 1987-88), information was collected from participating colleges and universities which held collective bargaining contracts with their faculty. It is anticipated that this will continue so that "special studies" can be subsequently effectuated for requesting institutions at a nominal fee.

Also, for the fourth straight year, we are listing in APPENDIX C the names of all the participating institutions for each of the seven years of the survey. We encourage institutions to participate each year so we can provide them with relevant and timely trend data in addition to the special studies that may be requested.

This year's survey, 1987-88, includes three new disciplines: Allied Health (HEGIS - 5200, "Health Services Technologies"), Engineering-Related Technologies, and Protective Services (HEGIS - 2100, "Public Affairs and Services"). With these three additional disciplines to the survey, it now totals 49 academic disciplines.

The reader's comments, suggestions, and questions are appreciated at any time.

The Need

Current data on faculty compensation are presently being collected each year by the National Center for Education Statistics. These data, however, are not collected at the level of detail required to answer basic questions pertaining to variances in salaries between and among disciplines and ranks. What are missing are data about salary at different ranks and within specific disciplines for different types of institutions. The need to address problems of salary administration with respect to postsecondary faculty in different disciplines and ranks motivated the decision to conduct this survey.

Applications

This survey effort attempts to address these needs by collecting data on 49 disciplines and comparing faculty ranks and average, low, and high salaries across these disciplines. The disciplines selected for this survey are those, it is hoped, that are most likely to be taught in the 272 state college and university members of AASCU which participated in the survey.

Such comparative information can be useful to the postsecondary administrator in at least two ways. The community of postsecondary institutions may be thought of as an academic marketplace. Faculty and administrators negotiate remuneration for services of teaching and other responsibilities to be rendered. In this marketplace, a faculty member needs to know what to request, based on the salaries of her or his peers. The administrator needs to know how much to pay for quality without committing more than she or he can justify for the budget.

Detailed salary information is also useful in long-range budgetary planning. Applying estimates of changes in costs, such as the Consumer Price Index or the Higher Education Price Index, to faculty salaries will enable a postsecondary administrator to project future faculty costs.

The use of the salary information is enhanced by knowing the characteristics of the institutions in the comparison group. Since this faculty salary survey collects institutional characteristics of geographical location, enrollment, budget and FTE of students, an institution can request special studies comparing itself with a group of peers--10 or more institutions--using these characteristics for selection. These special studies are available through CUPA. No individual institutional data will be released by CUPA. The special study data are aggregate data of 10 or more institutions and with three or more data elements in each cell.

For the fourth straight year participating institutions may request, for a nominal fee, percentile rank (PR) studies which will provide them with both a percentile ranking for each discipline and each rank in each discipline in comparison with 10 or more other participating institutions. Most importantly, we are able to provide a participating institution with the amount of additional funds it would take to increase its average salary by discipline and rank to a higher PR--e.g., from a 40 PR to a 50 PR. This application of percentile ranking has become an important and relevant aspect of our annual faculty salary survey and we encourage participating institutions to take advantage of this service.

For the second straight year, those 64 institutions which have participated in each of the seven years of the survey (1981-82 through 1987-88), may request salary trend studies by selected discipline(s) and/or by all disciplines in the study(ies) comparing their institutions both with the whole group of participating institutions and/or with a selected number of 10 or more.

Finally, those 216 institutions which participated in the fourth (1984-85) and seventh (1987-88) surveys may request salary-trend studies by selected discipline and/or by all disciplines in the surveys comparing their institutions both with the whole group of participating institutions and/or with a selected number of 10 or more.

Other institutions which have participated in at least one of the seven surveys may have their data compared with the trend data in any configuration they recommend of 10 or more institutions. (Please know, again, that only cells with three or more data elements are used.) Institutions which have not participated in any of the seven studies may still request salary data of 10 or more institutions which have participated in any one or more of the seven surveys.

SURVEY RESULTS

Methodology

This AASCU/CUPA 1987-88 National Faculty Salary Survey by Discipline and Rank in State Colleges and Universities collected and tabulated full-time salary data for faculty in 49 selected disciplines. These were chosen from among the disciplines defined by the Higher Education General Information Survey (HEGIS) Taxonomy or by A Classification of Instructional Programs (CIP), 1981. Please see APPENDIX A for the list of disciplines/major fields used. The faculty salaries of 68,617 faculty members are found in APPENDIX B--The Data Tables. The list of 272 AASCU public colleges and universities which participated in the annual survey is found in APPENDIX C. Also listed in APPENDIX C are lists of those AASCU colleges and universities which have participated in the annual survey since its inception in 1981-82 through 1987-88.

Analysis of Data

To organize the data and permit comparisons between disciplines and by ranks, the following variables were selected: average salary, high salary, low salary, and number of faculty for a given rank and discipline. The variables and other terms arrived at in the tabulations of the data are defined below.

NOTE: Users of this survey may find the category "New Assistant Professor" especially useful in making new hiring decisions since most new faculty in academe are hired at this rank.

Definition of Terms

SALARY--based on a nine- or ten-month academic year salary of full-time faculty only--does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data.

AVERAGE SALARY--based on the survey information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty reported for a given rank and discipline.

HIGH SALARY--The highest salary for any full-time individual of the defined group for which the information is reported.

LOW SALARY--the lowest salary for any full-time individual of the defined group for which the information is reported.

FAC MIX PCT--the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .36 for associate professor means that 36 percent of the faculty in that discipline/major field hold the rank of associate professor.

SALARY FACTOR--for a given rank of a given discipline/major field, the ratio of the average salary to the total average salary of all institutions. For example, a SALARY FACTOR of 1.21 for assistant professors of accounting is 21 percent higher than the average salary of all assistant professors of all institutions which participated in the survey.

NUM--the number of faculty members whose salaries were included to compute the average salary.

N/IS--the number of institutions that have reported salary data for a given academic rank and discipline/major field.

PARTICIPATING INSTITUTIONS--the number of institutions responding to the survey questionnaire.

NEW ASST PROF--the grouping of assistant professors who were hired for the first time in the Fall of 1987. All data for this group were included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

Examples of Analyses

Although no overall analysis has been undertaken in this report, it is important to illustrate the types of analyses possible using the data available. The following tables show the comparative potential of the data for two major fields: BUSINESS ECONOMICS AND COMMUNICATIONS.

DISCIPLINE MAJOR FIELD: BUSINESS & MANAGEMENT / BUSINESS ECONOMICS — 0517

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	44784	420	121	36502	363	127	32063	348	120	32383	63	47	23879	51	38	37593	1182	151
HIGH SALARY	77005			61000			49548			45500			39000			77005		
LOW SALARY	29640			25116			18754			25000			18000			18000		
FAC MIX PCT	0.36			0.31			0.29			0.05			0.04			1.00		
SALARY FACTOR	1.05			1.06			1.12			1.17			1.06			1.08		
#1 AVERAGE SALARY	43936	267		36467	244		32106	219		33667	35		23882	42		37128	772	
HIGH SALARY	77005			61000			45500			45500			39000			77005		
LOW SALARY	30000			25116			18754			25000			18000			18000		
FAC MIX PCT	0.35			0.32			0.28			0.05			0.05			1.00		
SALARY FACTOR	1.03			1.06			1.12			1.21			1.06			1.06		
#2 AVERAGE SALARY	46262	153		36574	119		31990	129		30779	28		23862	9		38468	410	
HIGH SALARY	67420			48403			49548			41000			29400			67420		
LOW SALARY	29640			25965			23330			25500			19656			19656		
FAC MIX PCT	0.37			0.29			0.31			0.07			0.02			1.00		
SALARY FACTOR	1.09			1.06			1.12			1.11			1.06			1.10		

DISCIPLINE MAJOR FIELD: COMMUNICATIONS / COMMUNICATIONS — 0600

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	41872	392	129	32916	459	158	27042	521	160	25550	95	73	21996	214	87	31726	1586	184
HIGH SALARY	60073			52126			38595			34056			40056			60073		
LOW SALARY	22250			20941			16000			16000			12000			12000		
FAC MIX PCT	0.25			0.29			0.33			0.06			0.13			1.00		
SALARY FACTOR	0.98			0.95			0.94			0.92			0.98			0.91		
#1 AVERAGE SALARY	39762	206		32066	297		26397	340		24921	61		22162	140		30307	983	
HIGH SALARY	60073			48980			38595			32000			40056			60073		
LOW SALARY	26749			20941			16000			16000			15133			15133		
FAC MIX PCT	0.21			0.30			0.35			0.06			0.14			1.00		
SALARY FACTOR	0.93			0.93			0.92			0.90			0.99			0.87		
#2 AVERAGE SALARY	44208	186		34475	162		28254	181		26678	34		21682	74		34039	603	
HIGH SALARY	55248			52126			38067			34056			30599			55248		
LOW SALARY	22250			21433			20335			20646			12000			12000		
FAC MIX PCT	0.31			0.27			0.30			0.06			0.12			1.00		
SALARY FACTOR	1.04			1.00			0.99			0.96			0.97			0.97		

1. Size of the Sample. The user should note the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. The number of faculty and the number of institutions were somewhat lower for BUSINESS ECONOMICS (BE) as compared to COMMUNICATIONS (C):

	NUM	N/IS
BE	1182	151
C	1586	184

2. Average Salary. The average salary for every rank in BUSINESS ECONOMICS is higher than that in COMMUNICATIONS:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	44784	36502	32063	32383	23879	37593
C	41872	32916	27042	25550	21996	31726

3. High and Low Salaries. The "high salaries" for BUSINESS ECONOMICS are all higher than for COMMUNICATIONS except at INSTRUCTOR, and the "low salaries" are also higher for BUSINESS ECONOMICS.

High Salary:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	77005	61000	49548	45500	39000	77005
C	60073	52126	38595	34056	40056	60073

Low Salary:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	29640	25116	18754	25000	18000	18000
C	22250	20941	16000	16000	12000	12000

4. Faculty Mix Percentage. The two disciplines are rather dissimilar when compared on the basis of faculty mix percentage, which refers to the percentage of faculty in a given discipline who hold a given rank. For example, in BUSINESS ECONOMICS 36 percent of the faculty hold the rank of PROFESSOR compared with COMMUNICATIONS where 25 percent of the faculty hold the rank of PROFESSOR. The comparisons for all ranks between the two major fields are as follows (note that NEW ASST PROF percentage is included in ASST PROF and each percentage has been rounded up):

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	.36	.31	.29	.05	.04	1.00
C	.25	.29	.33	.06	.13	1.00

It is interesting to note how the faculty mix percentage differs among a relatively "new" major field and an "old" one and also how these differences compare with the overall average of all major fields in the study. The comparisons for the major fields of NURSING (N), PHILOSOPHY AND

RELIGION (PR), and for the overall study average of ALL MAJOR FIELDS (AMF) are noted below:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
N	.08	.24	.52	.05	.16	1.00
PR	.45	.34	.20	.04	.01	1.00
AMF	.36	.30	.27	.04	.07	1.00

5. Salary Factor. This variable permits comparisons between the average salary of a faculty member in a given rank and the average salary of all faculty members in that rank in all reporting institutions. A constant number--100 percent--represents the average salary of all faculty in that rank for all reporting institutions. The following data show, for example, in BUSINESS ECONOMICS the average salary of INSTRUCTOR is 6 percent above the average salary of all INSTRUCTORS from the reporting institutions and is 8 percent above the average salary of INSTRUCTORS in COMMUNICATIONS. The data also show that for every rank the average salary for BUSINESS ECONOMICS faculty is higher than the average salary for COMMUNICATIONS faculty:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	1.05	1.06	1.12	1.17	1.06	1.08
C	0.98	0.95	0.94	0.92	0.98	0.91

6. Comparisons Between Non-Collective Bargaining Institutions and Collective Bargaining Institutions. In the two major fields of BUSINESS ECONOMICS and COMMUNICATIONS, the user should note below (page 18), the size of the sample, average salary, high and low salaries, faculty mix percentage and salary factor between GROUP #1 (Non-Collective Bargaining Institutions), and GROUP #2 (Collective Bargaining Institutions). For both BUSINESS ECONOMICS and COMMUNICATIONS the salary factor for collective bargaining faculty is higher than for non-collective bargaining faculty: 4 percent more for collective bargaining BUSINESS ECONOMICS faculty, and 10 percent more for collective bargaining COMMUNICATIONS faculty.

In all 49 major fields in the survey, collective bargaining faculty have a higher salary factor than for non-collective bargaining faculty. Ninety-six (96) of the 272 participating institutions (35%) have some type of collective bargaining contract with their faculties. The overall salary factor is 13 percent higher for collective bargaining institutions than for non-collective bargaining institutions in the survey. Please see APPENDIX C.

APPENDIX A

LIST OF SELECTED DISCIPLINES*

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*The numbers after the selected major fields are "crosswalks" between the CIP classification (A Classification of Instructional Programs, National Center for Education Statistics, 1981) and the HEGIS Taxonomy. The numbers immediately after each dash are those of the CIP classification and those in parentheses are of the HEGIS Taxonomy. Both sets of numbers refer to the same discipline or major field, of course.

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APPENDIX B

THE DATA TABLES

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: AGRI & NATL RESOURCES
MAJOR FIELD: AGRIBUSINESS AND AGRICULTURAL PRODU 0100

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	38392	119	33	31575	103	39	27810	88	37	27064	10	9	21111	13	10	32639	323	49
HIGH SALARY	60950			60314			51774			29455			34624			60950		
LOW SALARY	26000			25141			16706			24960			16200			16200		
FAC MIX PCT	0.37			0.32			0.27			0.03			0.04			1.00		
SALARY FACTOR	0.90			0.92			0.97			0.97			0.94			0.93		
#1 AVERAGE SALARY	38113	105		31743	88		27886	79		27297	9		21117	11		32616	283	
HIGH SALARY	60950			60314			51774			29455			34624			60950		
LOW SALARY	26000			25141			16706			25000			16200			16200		
FAC MIX PCT	0.37			0.31			0.28			0.03			0.04			1.00		
SALARY FACTOR	0.89			0.92			0.97			0.98			0.94			0.93		
#2 AVERAGE SALARY	40485	14		30587	15		27136	9		24960	1		21080	2		32799	40	
HIGH SALARY	49548			38144			33712			24960			21500			49548		
LOW SALARY	29241			28166			23048			24960			20660			20660		
FAC MIX PCT	0.35			0.38			0.23			0.03			0.05			1.00		
SALARY FACTOR	0.95			0.89			0.95			0.90			0.94			0.94		

DISCIPLINE: ARCH & EVIRON DESIGN
MAJOR FIELD: ARCHITECTURE & ENVIRONMENTAL DESIGN 0200

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	45894	62	17	38209	63	16	30212	46	14	30336	7	6	29226	5	3	38570	176	21
HIGH SALARY	71343			52138			41935			40000			40000			71343		
LOW SALARY	26100			21700			23435			25000			22530			21700		
FAC MIX PCT	0.35			0.36			0.26			0.04			0.03			1.00		
SALARY FACTOR	1.08			1.11			1.05			1.09			1.30			1.10		
#1 AVERAGE SALARY	42593	23		36965	33		28924	26		30030	5		29226	5		35604	87	
HIGH SALARY	71343			52138			40000			40000			40000			71343		
LOW SALARY	26100			21700			23435			25000			22530			21700		
FAC MIX PCT	0.26			0.38			0.30			0.06			0.06			1.00		
SALARY FACTOR	1.00			1.07			1.01			1.08			1.30			1.02		
#2 AVERAGE SALARY	47841	39		39578	30		31886	20		31103	2					41470	89	
HIGH SALARY	61960			52084			41935			31161						61960		
LOW SALARY	38528			30645			28296			31044						28296		
FAC MIX PCT	0.44			0.34			0.22			0.02						1.00		
SALARY FACTOR	1.12			1.15			1.11			1.12						1.19		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: AREA STUDIES
MAJOR FIELD: AREA AND ETHNIC STUDIES 0300

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	43703	61	25	36784	77	27	28999	53	22	27916	6	5	24745	11	7	36175	202	34
HIGH SALARY	56265			48403			40505			31371			35296			56265		
LOW SALARY	28937			24866			18944			24000			18318			18318		
FAC MIX PCT	0.30			0.38			0.26			0.03			0.05			1.00		
SALARY FACTOR	1.03			1.07			1.01			1.00			1.10			1.04		
#1 AVERAGE SALARY	41112	17		35511	22		26751	18		25575	2		22281	6		33259	63	
HIGH SALARY	56265			44505			36920			27000			26662			56265		
LOW SALARY	28937			24866			18944			24150			18375			18375		
FAC MIX PCT	0.27			0.35			0.29			0.03			0.10			1.00		
SALARY FACTOR	0.97			1.03			0.93			0.92			0.99			0.95		
#2 AVERAGE SALARY	44704	44		37293	55		30155	35		29087	4		27702	5		37497	139	
HIGH SALARY	53753			48403			40505			31371			35296			53753		
LOW SALARY	29521			30249			21671			24000			18318			18318		
FAC MIX PCT	0.32			0.40			0.25			0.03			0.04			1.00		
SALARY FACTOR	1.05			1.08			1.05			1.05			1.23			1.07		

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: LIFE SCIENCES 0400

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	41300	1555	228	33381	854	202	27590	585	183	26151	99	66	21489	78	46	35984	3072	237
HIGH SALARY	83403			54167			40505			37500			34281			83403		
LOW SALARY	16226			21797			18603			18603			10450			10450		
FAC MIX PCT	0.51			0.28			0.19			0.03			0.03			1.00		
SALARY FACTOR	0.97			0.97			0.96			0.94			0.96			1.03		
#1 AVERAGE SALARY	38980	881		32357	540		27168	383		26020	65		20726	60		34046	1864	
HIGH SALARY	83403			54167			38625			37500			34024			83403		
LOW SALARY	16226			22752			19500			19500			10450			10450		
FAC MIX PCT	0.47			0.29			0.21			0.03			0.03			1.00		
SALARY FACTOR	0.91			0.94			0.95			0.94			0.92			0.97		
#2 AVERAGE SALARY	44332	674		35141	314		28391	202		26403	34		24034	18		38974	1208	
HIGH SALARY	75400			49787			40505			32560			34281			75400		
LOW SALARY	26064			21797			18603			18603			13440			13440		
FAC MIX PCT	0.56			0.26			0.17			0.03			0.01			1.00		
SALARY FACTOR	1.04			1.02			0.99			0.95			1.07			1.12		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS & MANAGEMENT

0500

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	47381	574	105	39102	609	115	34011	696	113	35601	131	56	23902	202	68	38207	2081	128
HIGH SALARY	82000			57297			49600			49000			42750			82000		
LOW SALARY	25000			16985			18890			21250			13100			13100		
FAC MIX PCT	0.28			0.29			0.33			0.06			0.10			1.00		
SALARY FACTOR	1.11			1.13			1.19			1.28			1.06			1.09		
#1 AVERAGE SALARY	46711	325		39594	377		35013	477		37275	85		23823	151		37899	1330	
HIGH SALARY	82000			57297			49600			49000			42750			82000		
LOW SALARY	25000			16985			18890			23000			13100			13100		
FAC MIX PCT	0.24			0.28			0.36			0.06			0.11			1.00		
SALARY FACTOR	1.10			1.15			1.22			1.34			1.06			1.08		
#2 AVERAGE SALARY	48254	249		38304	232		31830	219		32509	46		24135	51		38752	751	
HIGH SALARY	67420			54819			46223			45000			38000			67420		
LOW SALARY	31863			25007			21250			21250			16853			16853		
FAC MIX PCT	0.33			0.31			0.29			0.06			0.07			1.00		
SALARY FACTOR	1.13			1.11			1.11			1.17			1.08			1.11		

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: ACCOUNTING

0502

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	48517	488	146	40940	504	164	35367	595	176	37519	94	71	25168	219	95	39238	1806	196
HIGH SALARY	75000			75000			52000			52000			44136			75000		
LOW SALARY	13855			21024			17745			21833			12000			12000		
FAC MIX PCT	0.27			0.28			0.33			0.05			0.12			1.00		
SALARY FACTOR	1.14			1.19			1.23			1.35			1.12			1.12		
#1 AVERAGE SALARY	47459	274		41070	301		36244	389		38576	67		25032	170		38554	1134	
HIGH SALARY	75000			75000			52000			52000			43200			75000		
LOW SALARY	13855			21024			17745			24500			12000			12000		
FAC MIX PCT	0.24			0.27			0.34			0.06			0.15			1.00		
SALARY FACTOR	1.11			1.19			1.27			1.39			1.12			1.10		
#2 AVERAGE SALARY	49870	214		40747	203		33711	206		34894	27		25639	49		40393	672	
HIGH SALARY	64473			58597			51976			44001			44136			64473		
LOW SALARY	33920			25007			21833			21833			17508			17508		
FAC MIX PCT	0.32			0.30			0.31			0.04			0.07			1.00		
SALARY FACTOR	1.17			1.18			1.18			1.26			1.14			1.16		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS ADMINISTRATION AND MANAGEM 0506

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	46116	688	153	39110	798	164	33991	786	169	35800	136	79	24795	237	103	38075	2509	184
HIGH SALARY	75000			58129			58000			49000			41000			75000		
LOW SALARY	29572			20000			15000			15000			11000			11000		
FAC MIX PCT	0.27			0.32			0.31			0.05			0.09			1.00		
SALARY FACTOR	1.08			1.13			1.19			1.29			1.10			1.09		
#1 AVERAGE SALARY	44775	421		38804	520		34152	539		36232	93		25056	181		37309	1661	
HIGH SALARY	75000			58129			58000			49000			41000			75000		
LOW SALARY	29572			20000			15000			15000			11000			11000		
FAC MIX PCT	0.25			0.31			0.32			0.06			0.11			1.00		
SALARY FACTOR	1.05			1.12			1.19			1.30			1.12			1.07		
#2 AVERAGE SALARY	48230	267		39683	278		33640	247		34867	43		23950	56		39575	848	
HIGH SALARY	69000			55813			47161			48708			35296			69000		
LOW SALARY	29973			25007			20015			22847			16852			16852		
FAC MIX PCT	0.31			0.33			0.29			0.05			0.07			1.00		
SALARY FACTOR	1.13			1.15			1.17			1.25			1.07			1.13		

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: SECRETARIAL AND RELATED PROGRAMS 0514

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	40875	80	41	33452	114	54	27889	123	57	29360	11	10	21899	53	30	31553	370	80
HIGH SALARY	55874			52212			36550			35000			29998			55874		
LOW SALARY	22070			23559			19423			26000			15201			15201		
FAC MIX PCT	0.22			0.31			0.33			0.03			0.14			1.00		
SALARY FACTOR	0.96			0.97			0.97			1.06			0.98			0.90		
#1 AVERAGE SALARY	40199	63		33075	89		27959	99		29040	10		21221	37		31351	288	
HIGH SALARY	55874			52212			36550			35000			28000			55874		
LOW SALARY	22070			23559			19423			26000			17306			17306		
FAC MIX PCT	0.22			0.31			0.34			0.03			0.13			1.00		
SALARY FACTOR	0.94			0.96			0.98			1.04			0.95			0.90		
#2 AVERAGE SALARY	43382	17		34795	25		27600	24		32560	1		23468	16		32259	82	
HIGH SALARY	51674			45096			34985			32560			29998			51674		
LOW SALARY	35095			26599			19645			32560			15201			15201		
FAC MIX PCT	0.21			0.30			0.29			0.01			0.20			1.00		
SALARY FACTOR	1.02			1.01			0.96			1.17			1.05			0.92		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS ECONOMICS

0517

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE-SALARY	44784	420	121	36502	363	127	32063	348	120	32383	63	47	23879	51	38	37593	1182	151
HIGH SALARY	77005			61000			49548			45500			39000			77005		
LOW SALARY	29640			25116			18754			25000			18000			18000		
FAC MIX PCT	0.36			0.31			0.29			0.05			0.04			1.00		
SALARY FACTOR	1.05			1.06			1.12			1.17			1.06			1.08		
#1 AVERAGE SALARY	43936	267		36467	244		32106	219		33667	35		23882	42		37128	772	
HIGH SALARY	77005			61000			45500			45500			39000			77005		
LOW SALARY	30000			25116			18754			25000			18000			18000		
FAC MIX PCT	0.35			0.32			0.28			0.05			0.05			1.00		
SALARY FACTOR	1.03			1.06			1.12			1.21			1.06			1.06		
#2 AVERAGE SALARY	46262	153		36574	119		31990	129		30779	28		23862	9		38468	410	
HIGH SALARY	67420			48403			49548			41000			29400			67420		
LOW SALARY	29640			25965			23330			25500			19656			19656		
FAC MIX PCT	0.37			0.29			0.31			0.07			0.02			1.00		
SALARY FACTOR	1.09			1.06			1.12			1.11			1.06			1.10		

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATIONS

0600

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	41872	392	129	32916	459	158	27042	521	160	25550	95	73	21996	214	87	31726	1586	184
HIGH SALARY	60073			52126			38595			34056			40056			60073		
LOW SALARY	22250			20941			16000			16000			12000			12000		
FAC MIX PCT	0.25			0.29			0.33			0.06			0.13			1.00		
SALARY FACTOR	0.98			0.95			0.94			0.92			0.98			0.91		
#1 AVERAGE SALARY	39762	206		32066	297		26397	340		24921	61		22162	140		30307	983	
HIGH SALARY	60073			48980			38595			32000			40056			60073		
LOW SALARY	26749			20941			16000			16000			15133			15133		
FAC MIX PCT	0.21			0.30			0.35			0.06			0.14			1.00		
SALARY FACTOR	0.93			0.93			0.92			0.90			0.99			0.87		
#2 AVERAGE SALARY	44208	186		34475	162		28254	181		26678	34		21682	74		34039	603	
HIGH SALARY	55248			52126			38067			34056			30599			55248		
LOW SALARY	22250			21433			20335			20646			12000			12000		
FAC MIX PCT	0.31			0.27			0.30			0.06			0.12			1.00		
SALARY FACTOR	1.04			1.00			0.99			0.96			0.97			0.97		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATION TECHNOLOGIES 0605

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	41425	56	12	34638	43	14	28978	58	16	28003	9	6	22006	16	6	33769	173	22
HIGH SALARY	50224			46218			41475			37500			28558			50224		
LOW SALARY	23500			27084			20030			24000			18000			18000		
FAC MIX PCT	0.32			0.25			0.34			0.05			0.09			1.00		
SALARY FACTOR	0.97			1.00			1.01			1.01			0.98			0.97		
#1 AVERAGE SALARY	33326	17		30063	11		26199	16		27000	2		25242	4		29529	48	
HIGH SALARY	41532			34897			32431			30000			28558			41532		
LOW SALARY	23500			27084			20030			24000			21828			20030		
FAC MIX PCT	0.35			0.23			0.33			0.04			0.08			1.00		
SALARY FACTOR	0.78			0.87			0.91			0.97			1.12			0.84		
#2 AVERAGE SALARY	44956	39		36210	32		30037	42		28289	7		20927	12		35397	125	
HIGH SALARY	50224			46218			41475			37500			26744			50224		
LOW SALARY	30662			28444			21767			24201			18000			18000		
FAC MIX PCT	0.31			0.26			0.34			0.06			0.10			1.00		
SALARY FACTOR	1.06			1.05			1.05			1.02			0.93			1.01		

DISCIPLINE: COMPUTER & INFO SCIENCES
MAJOR FIELD: COMPUTER & INFO SCIENCE 0700

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	47273	392	149	39394	544	177	33052	609	182	33589	80	53	25003	255	114	36925	1800	214
HIGH SALARY	84710			59000			53950			52000			38000			84710		
LOW SALARY	29377			24867			20401			19710			17024			17024		
FAC MIX PCT	0.22			0.30			0.34			0.04			0.14			1.00		
SALARY FACTOR	1.11			1.14			1.15			1.21			1.11			1.06		
#1 AVERAGE SALARY	46130	199		38979	341		33371	384		34025	51		25331	184		36053	1108	
HIGH SALARY	84710			58400			53950			47000			38000			84710		
LOW SALARY	29377			24867			20401			19710			17024			17024		
FAC MIX PCT	0.18			0.31			0.35			0.05			0.17			1.00		
SALARY FACTOR	1.08			1.13			1.16			1.22			1.13			1.03		
#2 AVERAGE SALARY	48451	193		40092	203		32508	225		32822	29		24152	71		38322	692	
HIGH SALARY	63317			59000			52000			52000			34591			63317		
LOW SALARY	35136			26471			20750			21833			18000			18000		
FAC MIX PCT	0.28			0.29			0.33			0.04			0.10			1.00		
SALARY FACTOR	1.14			1.16			1.13			1.18			1.08			1.10		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATION 0800

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	41708	1234	141	33919	1011	142	27805	720	135	26251	137	64	22217	150	57	35028	3115	152
HIGH SALARY	74011			56145			70702			40000			45000			74011		
LOW SALARY	25850			22522			18000			19322			8100			8100		
FAC MIX PCT	0.40			0.32			0.23			0.04			0.05			1.00		
SALARY FACTOR	0.98			0.98			0.97			0.94			0.99			1.00		
#1 AVERAGE SALARY	39784	726		32769	593		27192	460		26284	81		21673	116		33423	1895	
HIGH SALARY	69000			56145			70702			35351			45000			70702		
LOW SALARY	25850			22522			18000			19322			8100			8100		
FAC MIX PCT	0.38			0.31			0.24			0.04			0.06			1.00		
SALARY FACTOR	0.93			0.95			0.95			0.95			0.97			0.96		
#2 AVERAGE SALARY	44459	508		35552	418		28889	260		26204	56		24072	34		37520	1220	
HIGH SALARY	74011			52643			42962			40000			35296			74011		
LOW SALARY	27198			23590			20175			20175			18420			18420		
FAC MIX PCT	0.42			0.34			0.21			0.05			0.03			1.00		
SALARY FACTOR	1.04			1.03			1.01			0.94			1.07			1.07		

DISCIPLINE: EDUCATION
MAJOR FIELD: TEACHER EDUCATION, GENERAL PROGRAMS 0801

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	40700	662	97	33240	418	98	27373	364	97	26680	82	47	22077	63	37	34633	1507	106
HIGH SALARY	60000			48002			40810			32400			29941			60000		
LOW SALARY	20699			22790			14474			22000			12600			12600		
FAC MIX PCT	0.44			0.28			0.24			0.05			0.04			1.00		
SALARY FACTOR	0.96			0.96			0.96			0.96			0.98			0.99		
#1 AVERAGE SALARY	37860	370		32159	264		26825	225		26456	52		22045	39		32732	898	
HIGH SALARY	60000			48002			40810			32400			29941			60000		
LOW SALARY	24613			22790			14474			22000			15528			14474		
FAC MIX PCT	0.41			0.29			0.25			0.06			0.04			1.00		
SALARY FACTOR	0.89			0.93			0.94			0.95			0.98			0.94		
#2 AVERAGE SALARY	44298	292		35094	154		28259	139		27067	30		22129	24		37436	609	
HIGH SALARY	52328			45096			36360			32200			28545			52328		
LOW SALARY	20699			23233			20838			24300			12600			12600		
FAC MIX PCT	0.48			0.25			0.23			0.05			0.04			1.00		
SALARY FACTOR	1.04			1.02			0.99			0.97			0.99			1.07		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATION ADMINISTRATION 0805

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	42993	299	72	34945	151	65	28230	63	39	29327	16	13	23176	6	5	38630	519	79
HIGH SALARY	91500			53000			44000			44000			27408			91500		
LOW SALARY	26711			23677			20500			21000			19053			19053		
FAC MIX PCT	0.58			0.29			0.12			0.03			0.01			1.00		
SALARY FACTOR	1.01			1.01			0.99			1.06			1.03			1.11		
#1 AVERAGE SALARY	41911	197		34321	99		27530	43		26996	8		23176	6		37614	345	
HIGH SALARY	91500			53000			34582			32000			27408			91500		
LOW SALARY	26711			23677			20500			21000			19053			19053		
FAC MIX PCT	0.57			0.29			0.12			0.02			0.02			1.00		
SALARY FACTOR	0.98			0.99			0.96			0.97			1.03			1.08		
#2 AVERAGE SALARY	45081	102		36134	52		29737	20		31659	8					40643	174	
HIGH SALARY	72164			45360			44000			44000						72164		
LOW SALARY	27549			26563			23139			24003						23139		
FAC MIX PCT	0.59			0.30			0.11			0.05						1.00		
SALARY FACTOR	1.06			1.05			1.04			1.14						1.16		

DISCIPLINE: EDUCATION
MAJOR FIELD: SPECIAL EDUCATION 0808

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	41926	290	90	34343	254	90	27796	212	80	25714	31	27	23415	35	25	34885	791	112
HIGH SALARY	62564			48403			40505			31500			35296			62564		
LOW SALARY	28125			23877			20838			21190			18276			18276		
FAC MIX PCT	0.37			0.32			0.27			0.04			0.04			1.00		
SALARY FACTOR	0.98			1.00			0.97			0.93			1.04			1.00		
#1 AVERAGE SALARY	39088	105		32489	114		26107	104		25254	15		22179	18		32030	341	
HIGH SALARY	50583			44400			33372			30000			33228			50583		
LOW SALARY	29255			23877			21931			22500			18276			18276		
FAC MIX PCT	0.31			0.33			0.30			0.04			0.05			1.00		
SALARY FACTOR	0.92			0.94			0.91			0.91			0.99			0.92		
#2 AVERAGE SALARY	43537	185		35853	140		29424	108		26145	16		24723	17		37048	450	
HIGH SALARY	62564			48403			40505			31500			35296			62564		
LOW SALARY	28125			24300			20838			21190			18439			18439		
FAC MIX PCT	0.41			0.31			0.24			0.04			0.04			1.00		
SALARY FACTOR	1.02			1.04			1.03			0.94			1.10			1.06		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: EDUCATION
MAJOR FIELD: STUDENT COUNSELING AND PERSONNEL SE 0826

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	42554	257	74	32958	151	64	27184	117	56	27229	31	24	23415	21	13	35870	546	81
HIGH SALARY	86207			48403			40505			40505			35296			86207		
LOW SALARY	28179			21125			21555			22500			16538			16538		
FAC MIX PCT	0.47			0.28			0.21			0.06			0.04			1.00		
SALARY FACTOR	1.00			0.96			0.95			0.98			1.04			1.03		
#1 AVERAGE SALARY	39791	129		31725	93		26355	66		26497	17		20702	11		33614	299	
HIGH SALARY	86207			47592			39633			30000			26586			86207		
LOW SALARY	28854			24976			21655			23000			16538			16538		
FAC MIX PCT	0.43			0.31			0.22			0.06			0.04			1.00		
SALARY FACTOR	0.93			0.92			0.92			0.95			0.92			0.96		
#2 AVERAGE SALARY	45338	128		34936	58		28257	51		28119	14		26398	10		38601	247	
HIGH SALARY	58167			48403			40505			40505			35296			58167		
LOW SALARY	28179			21125			21555			22500			18962			18962		
FAC MIX PCT	0.52			0.23			0.21			0.06			0.04			1.00		
SALARY FACTOR	1.06			1.01			0.99			1.01			1.18			1.10		

DISCIPLINE: EDUCATION
MAJOR FIELD: CURRICULUM AND INSTRUCTION 0829

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	41039	285	51	34644	255	50	28200	208	48	26192	36	23	22751	51	23	34488	799	56
HIGH SALARY	66000			50376			43200			34001			29363			66000		
LOW SALARY	27785			21865			20250			20250			16000			16000		
FAC MIX PCT	0.36			0.32			0.26			0.05			0.06			1.00		
SALARY FACTOR	0.96			1.00			0.98			0.94			1.01			0.99		
#1 AVERAGE SALARY	39625	194		33721	191		27665	136		25870	24		22547	46		33381	567	
HIGH SALARY	66000			47100			43200			34001			29363			66000		
LOW SALARY	27785			24154			20250			20250			16000			16000		
FAC MIX PCT	0.34			0.34			0.24			0.04			0.08			1.00		
SALARY FACTOR	0.93			0.98			0.97			0.93			1.00			0.96		
#2 AVERAGE SALARY	44052	91		37400	64		29210	72		26837	12		24625	5		37192	232	
HIGH SALARY	59312			50376			36417			28500			27417			59312		
LOW SALARY	29861			21865			23500			24000			23048			21865		
FAC MIX PCT	0.39			0.28			0.31			0.05			0.02			1.00		
SALARY FACTOR	1.03			1.08			1.02			0.97			1.10			1.06		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: EDUCATION
MAJOR FIELD: READING EDUCATION 0830

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	39386	77	28	31415	45	27	27096	37	23	26754	8	8	22036	13	8	33345	172	46
HIGH SALARY	59722			43174			36510			31000			28140			59722		
LOW SALARY	27704			25218			21510			21510			18000			18000		
FAC MIX PCT	0.45			0.26			0.22			0.05			0.08			1.00		
SALARY FACTOR	0.92			0.91			0.95			0.96			0.98			0.95		
#1 AVERAGE SALARY	37659	54		30497	29		26317	27		26720	4		21892	12		31895	122	
HIGH SALARY	59722			36000			34877			30227			28140			59722		
LOW SALARY	27704			26396			22500			24000			18000			18000		
FAC MIX PCT	0.44			0.24			0.22			0.03			0.10			1.00		
SALARY FACTOR	0.88			0.88			0.92			0.96			0.98			0.91		
#2 AVERAGE SALARY	43443	23		33077	16		29199	10		26788	4		23760	1		36883	50	
HIGH SALARY	52084			43174			36510			31000			23760			52084		
LOW SALARY	28960			25218			21510			21510			23760			21510		
FAC MIX PCT	0.46			0.32			0.20			0.08			0.02			1.00		
SALARY FACTOR	1.02			0.96			1.02			0.96			1.06			1.06		

DISCIPLINE: EDUCATION
MAJOR FIELD: PHYSICAL EDUCATION 0835

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	41574	689	179	33933	752	208	28616	902	209	25971	71	56	23162	455	136	32348	2798	230
HIGH SALARY	65000			51340			44736			34000			42084			65000		
LOW SALARY	20452			20500			15455			19650			10000			10000		
FAC MIX PCT	0.25			0.27			0.32			0.03			0.16			1.00		
SALARY FACTOR	0.98			0.98			1.00			0.93			1.03			0.93		
#1 AVERAGE SALARY	38691	364		32174	407		27717	515		26073	44		23450	337		30410	1623	
HIGH SALARY	65000			51336			44736			34000			42084			65000		
LOW SALARY	20452			20500			15455			19650			10000			10000		
FAC MIX PCT	0.22			0.25			0.32			0.03			0.21			1.00		
SALARY FACTOR	0.91			0.93			0.97			0.94			1.04			0.87		
#2 AVERAGE SALARY	44803	325		36007	345		29811	387		25805	27		22340	118		35026	1175	
HIGH SALARY	64272			51340			40505			31044			33000			64272		
LOW SALARY	29122			24552			18468			20838			16000			16000		
FAC MIX PCT	0.28			0.29			0.33			0.02			0.10			1.00		
SALARY FACTOR	1.05			1.04			1.04			0.93			1.00			1.00		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: EDUCATION
MAJOR FIELD: VOCATIONAL AND TECHNICAL EDUCATION 0839

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	41359	146	47	33967	132	48	28530	127	48	29449	12	10	23191	58	23	33456	463	62
	HIGH SALARY	58686			43174			53041			53041			29893			58686		
	LOW SALARY	25846			24940			18685			19008			16000			16000		
	FAC MIX PCT	0.32			0.29			0.27			0.03			0.13			1.00		
	SALARY FACTOR	0.97			0.98			1.00			1.06			1.03			0.96		
#1	AVERAGE SALARY	38157	73		31735	60		27971	77		29305	8		22723	32		31282	242	
	HIGH SALARY	52820			41886			53041			53041			29893			53041		
	LOW SALARY	25846			24940			19008			19008			16000			16000		
	FAC MIX PCT	0.30			0.25			0.32			0.03			0.13			1.00		
	SALARY FACTOR	0.90			0.92			0.98			1.05			1.01			0.90		
#2	AVERAGE SALARY	44562	73		35827	72		29392	50		29738	4		23767	26		35837	221	
	HIGH SALARY	58686			43174			38800			31473			29503			58686		
	LOW SALARY	28836			25731			18685			28015			16200			16200		
	FAC MIX PCT	0.33			0.33			0.23			0.02			0.12			1.00		
	SALARY FACTOR	1.05			1.04			1.03			1.07			1.06			1.03		

DISCIPLINE: ENGINEERING
MAJOR FIELD: ENGINEERING 0900

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	48972	810	68	39896	648	73	34480	546	69	34527	108	43	25816	51	27	41685	2055	79
	HIGH SALARY	100170			64500			48100			45000			37000			100170		
	LOW SALARY	24997			22000			20310			20310			16979			16979		
	FAC MIX PCT	0.39			0.32			0.27			0.05			0.02			1.00		
	SALARY FACTOR	1.15			1.16			1.20			1.24			1.15			1.19		
#1	AVERAGE SALARY	46620	433		38949	403		34029	365		33992	77		25659	44		39704	1245	
	HIGH SALARY	85000			64500			48100			45000			37000			85000		
	LOW SALARY	24997			22000			20310			20310			16979			16979		
	FAC MIX PCT	0.35			0.32			0.29			0.06			0.04			1.00		
	SALARY FACTOR	1.09			1.13			1.19			1.22			1.14			1.14		
#2	AVERAGE SALARY	51674	377		41454	245		35390	181		35856	31		26804	7		44729	810	
	HIGH SALARY	100170			55831			44900			44352			30998			100170		
	LOW SALARY	37000			22868			23534			30000			21018			21018		
	FAC MIX PCT	0.47			0.30			0.22			0.04			0.01			1.00		
	SALARY FACTOR	1.21			1.20			1.24			1.29			1.19			1.28		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: ENGINEERING
MAJOR FIELD: ENGINEERING TECHNOLOGIES 0925

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	41877	223	50	35514	319	66	30260	331	61	29566	43	25	24863	86	35	34225	959	71
	HIGH SALARY	61130			49000			42500			37440			33411			61130		
	LOW SALARY	30231			24193			20875			20875			14255			14255		
	FAC MIX PCT	0.23			0.33			0.35			0.04			0.09			1.00		
	SALARY FACTOR	0.98			1.03			1.06			1.06			1.11			0.98		
#1	AVERAGE SALARY	39491	154		34174	197		30019	210		29254	27		24363	60		33139	621	
	HIGH SALARY	56600			49000			42500			37440			33411			56600		
	LOW SALARY	30231			24633			20875			20875			14255			14255		
	FAC MIX PCT	0.25			0.32			0.34			0.04			0.10			1.00		
	SALARY FACTOR	0.93			0.99			1.05			1.05			1.09			0.95		
#2	AVERAGE SALARY	47201	69		37677	122		30678	121		30090	16		26017	26		36218	338	
	HIGH SALARY	61130			48403			40505			33573			32100			61130		
	LOW SALARY	32073			24193			21449			25500			18270			18270		
	FAC MIX PCT	0.20			0.36			0.36			0.05			0.08			1.00		
	SALARY FACTOR	1.11			1.09			1.07			1.08			1.16			1.04		

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: VISUAL AND PERFORMING ARTS 1000

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	39375	234	57	31759	301	59	25366	263	61	23897	51	28	22073	38	26	31439	836	70
	HIGH SALARY	64125			48403			40505			31500			35696			64125		
	LOW SALARY	27588			20000			18597			19500			17000			17000		
	FAC MIX PCT	0.28			0.36			0.31			0.06			0.05			1.00		
	SALARY FACTOR	0.92			0.92			0.89			0.86			0.98			0.90		
#1	AVERAGE SALARY	38299	150		30956	213		25067	200		23686	40		21331	28		30370	591	
	HIGH SALARY	64125			42811			36436			31500			30012			64125		
	LOW SALARY	27588			20000			18597			19500			17000			17000		
	FAC MIX PCT	0.25			0.36			0.34			0.07			0.05			1.00		
	SALARY FACTOR	0.90			0.90			0.88			0.85			0.95			0.87		
#2	AVERAGE SALARY	41297	84		33702	88		26316	63		24665	11		24152	10		34016	245	
	HIGH SALARY	58167			48403			40505			29934			35696			58167		
	LOW SALARY	29702			22610			20948			21500			18000			18000		
	FAC MIX PCT	0.34			0.36			0.26			0.04			0.04			1.00		
	SALARY FACTOR	0.97			0.98			0.92			0.89			1.08			0.97		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: FINE ARTS

1002

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	40137	766	158	32091	681	163	26410	499	147	24680	82	53	21150	61	39	33416	2007	186
	HIGH SALARY	65000			48403			40505			34500			35296			65000		
	LOW SALARY	20475			13203			18500			18500			12006			12006		
	FAC MIX PCT	0.38			0.34			0.25			0.04			0.03			1.00		
	SALARY FACTOR	0.94			0.93			0.92			0.89			0.94			0.96		
#1	AVERAGE SALARY	37435	369		30349	396		25524	287		24791	57		19852	43		31059	1095	
	HIGH SALARY	65000			43000			34500			34500			24400			65000		
	LOW SALARY	20475			13203			18500			18500			12006			12006		
	FAC MIX PCT	0.34			0.36			0.26			0.05			0.04			1.00		
	SALARY FACTOR	0.88			0.88			0.89			0.89			0.88			0.89		
#2	AVERAGE SALARY	42648	397		34511	285		27608	212		24427	25		24253	18		36245	912	
	HIGH SALARY	58167			48403			40505			29855			35296			58167		
	LOW SALARY	26631			23310			19000			19000			18000			18000		
	FAC MIX PCT	0.44			0.31			0.23			0.03			0.02			1.00		
	SALARY FACTOR	1.00			1.00			0.96			0.88			1.08			1.04		

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: MUSIC

1005

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	40508	971	195	32206	879	198	26225	794	190	24940	106	72	22144	189	91	32704	2833	220
	HIGH SALARY	66261			49850			37700			33500			34609			66261		
	LOW SALARY	26507			16103			18700			19989			14787			14787		
	FAC MIX PCT	0.34			0.31			0.28			0.04			0.07			1.00		
	SALARY FACTOR	0.95			0.93			0.92			0.90			0.99			0.94		
#1	AVERAGE SALARY	38433	536		31048	550		25715	539		24999	74		22122	139		30959	1764	
	HIGH SALARY	66261			48036			37700			33500			32733			66261		
	LOW SALARY	26507			22335			18700			19989			14787			14787		
	FAC MIX PCT	0.30			0.31			0.31			0.04			0.08			1.00		
	SALARY FACTOR	0.90			0.90			0.90			0.90			0.99			0.89		
#2	AVERAGE SALARY	43065	435		34142	329		27305	255		24805	32		22206	50		35583	1069	
	HIGH SALARY	58167			49850			36510			31044			34609			58167		
	LOW SALARY	26788			16103			19254			20500			16000			16000		
	FAC MIX PCT	0.41			0.31			0.24			0.03			0.05			1.00		
	SALARY FACTOR	1.01			0.99			0.95			0.89			0.99			1.02		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: DRAMATIC ARTS 1007

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	41541	257	104	32123	242	105	25507	267	114	23756	45	32	20599	48	36	32247	814	147
HIGH SALARY	72700			48403			40505			28866			28296			72700		
LOW SALARY	27024			19935			15012			17190			13200			13200		
FAC MIX PCT	0.32			0.30			0.33			0.06			0.06			1.00		
SALARY FACTOR	0.98			0.93			0.89			0.85			0.92			0.92		
#1 AVERAGE SALARY	38997	124		30866	131		24539	149		23526	25		20069	28		30317	432	
HIGH SALARY	72700			43600			31800			28866			24140			72700		
LOW SALARY	27822			19935			17670			18000			13200			13200		
FAC MIX PCT	0.29			0.30			0.34			0.06			0.06			1.00		
SALARY FACTOR	0.92			0.89			0.86			0.85			0.89			0.87		
#2 AVERAGE SALARY	43913	133		33607	111		26731	118		24043	20		21340	20		34428	382	
HIGH SALARY	58167			48403			40505			28500			28296			58167		
LOW SALARY	27024			24669			15012			17190			16750			15012		
FAC MIX PCT	0.35			0.29			0.31			0.05			0.05			1.00		
SALARY FACTOR	1.03			0.97			0.93			0.87			0.95			0.99		

DISCIPLINE: FOREIGN LANGUAGES
MAJOR FIELD: FOREIGN LANGUAGES 1100

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	42110	649	180	33553	582	181	26440	494	175	24658	73	51	21510	114	67	33915	1839	228
HIGH SALARY	58167			48500			40505			33741			36296			58167		
LOW SALARY	21854			19984			17173			20007			13980			13980		
FAC MIX PCT	0.35			0.32			0.27			0.04			0.06			1.00		
SALARY FACTOR	0.99			0.97			0.92			0.89			0.96			0.97		
#1 AVERAGE SALARY	39129	301		31707	311		25622	293		24011	36		20930	76		31331	981	
HIGH SALARY	57093			48500			35733			29250			29850			57093		
LOW SALARY	21854			19984			17173			20007			14508			14508		
FAC MIX PCT	0.31			0.32			0.30			0.04			0.08			1.00		
SALARY FACTOR	0.92			0.92			0.89			0.86			0.93			0.90		
#2 AVERAGE SALARY	44689	348		35670	271		27632	201		25288	37		22669	38		36869	858	
HIGH SALARY	58167			48403			40505			33741			36296			58167		
LOW SALARY	27800			23774			18059			20865			13980			13980		
FAC MIX PCT	0.41			0.32			0.23			0.04			0.04			1.00		
SALARY FACTOR	1.05			1.03			0.96			0.91			1.01			1.05		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: NURSING 1203

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	43449	199	81	33395	594	151	27609	1313	164	26986	125	66	22835	411	109	29447	2517	173
	HIGH SALARY	71036			53440			40505			37125			34704			71036		
	LOW SALARY	26640			15174			18120			18493			10000			10000		
	FAC MIX PCT	0.08			0.24			0.52			0.05			0.16			1.00		
	SALARY FACTOR	1.02			0.97			0.96			0.97			1.02			0.84		
#1	AVERAGE SALARY	39446	82		32611	366		26795	929		26179	87		22593	328		27843	1705	
	HIGH SALARY	59644			53440			40205			36000			34704			59644		
	LOW SALARY	26640			15174			18120			18493			10000			10000		
	FAC MIX PCT	0.05			0.21			0.54			0.05			0.19			1.00		
	SALARY FACTOR	0.93			0.95			0.94			0.94			1.01			0.80		
#2	AVERAGE SALARY	46254	117		34654	228		29577	384		28836	38		23791	83		32814	812	
	HIGH SALARY	71036			48403			40505			37125			27913			71036		
	LOW SALARY	28611			21742			21000			21000			17510			17510		
	FAC MIX PCT	0.14			0.28			0.47			0.05			0.10			1.00		
	SALARY FACTOR	1.09			1.00			1.03			1.04			1.06			0.94		

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: AUDIOLOGY AND SPEECH PATHOLOGY 1220

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	42674	162	61	34033	158	60	27109	151	58	25552	16	14	23390	33	25	34039	504	79
	HIGH SALARY	63229			45200			35251			31500			40568			63229		
	LOW SALARY	29980			23253			20000			20000			16272			16272		
	FAC MIX PCT	0.32			0.31			0.30			0.03			0.07			1.00		
	SALARY FACTOR	1.00			0.99			0.95			0.92			1.04			0.97		
#1	AVERAGE SALARY	40077	85		32556	79		26317	83		25050	10		23222	21		32277	268	
	HIGH SALARY	63229			45154			33582			31500			40568			63229		
	LOW SALARY	31880			23253			20000			20000			16272			16272		
	FAC MIX PCT	0.32			0.29			0.31			0.04			0.08			1.00		
	SALARY FACTOR	0.94			0.94			0.92			0.90			1.03			0.92		
#2	AVERAGE SALARY	45541	77		35511	79		28076	68		26388	6		23686	12		36039	236	
	HIGH SALARY	58488			45200			35251			29640			27495			58488		
	LOW SALARY	29980			27864			21296			24300			18435			18435		
	FAC MIX PCT	0.33			0.33			0.29			0.03			0.05			1.00		
	SALARY FACTOR	1.07			1.03			0.98			0.95			1.06			1.03		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: HOME ECONOMICS
MAJOR FIELD: HOME ECONOMICS

1300

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	41487	185	64	33248	236	77	27695	320	82	27936	34	23	21523	108	57	31458	849	95
	HIGH SALARY	73560			50150			41258			40910			30823			73560		
	LOW SALARY	21731			21951			18883			23000			13972			13972		
	FAC MIX PCT	0.22			0.28			0.38			0.04			0.13			1.00		
	SALARY FACTOR	0.97			0.96			0.97			1.01			0.96			0.90		
#1	AVERAGE SALARY	39228	112		32638	161		27117	227		27550	23		21812	81		30242	581	
	HIGH SALARY	73560			50150			41258			33161			30823			73560		
	LOW SALARY	28885			23253			20539			23000			14000			14000		
	FAC MIX PCT	0.19			0.28			0.39			0.04			0.14			1.00		
	SALARY FACTOR	0.92			0.95			0.95			0.99			0.97			0.87		
#2	AVERAGE SALARY	44954	73		34557	75		29104	93		28743	11		20653	27		34095	268	
	HIGH SALARY	56623			48493			40910			40910			28995			56623		
	LOW SALARY	21731			21951			18883			23040			13972			13972		
	FAC MIX PCT	0.27			0.28			0.35			0.04			0.10			1.00		
	SALARY FACTOR	1.06			1.00			1.02			1.03			0.92			0.98		

DISCIPLINE: LETTERS
MAJOR FIELD: LETTERS

1500

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	40929	1966	251	32679	1542	247	26394	1410	246	24269	207	113	19760	601	136	32605	5519	263
	HIGH SALARY	73440			53050			40505			35000			35296			73440		
	LOW SALARY	25000			21431			13264			16500			7750			7750		
	FAC MIX PCT	0.36			0.28			0.26			0.04			0.11			1.00		
	SALARY FACTOR	0.96			0.95			0.92			0.87			0.88			0.93		
#1	AVERAGE SALARY	38381	1081		31031	942		25533	928		23805	145		19654	464		30317	3415	
	HIGH SALARY	73440			53050			38180			35000			30000			73440		
	LOW SALARY	25000			21431			13264			16500			7750			7750		
	FAC MIX PCT	0.32			0.28			0.27			0.04			0.14			1.00		
	SALARY FACTOR	0.90			0.90			0.89			0.86			0.88			0.87		
#2	AVERAGE SALARY	44041	885		35266	600		28053	482		25354	62		20117	137		36318	2104	
	HIGH SALARY	69005			50224			40505			31371			35296			69005		
	LOW SALARY	25528			21870			19182			20865			11502			11502		
	FAC MIX PCT	0.42			0.29			0.23			0.03			0.07			1.00		
	SALARY FACTOR	1.03			1.02			0.98			0.91			0.90			1.04		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: LETTERS
MAJOR FIELD: PHILOSOPHY AND RELIGION 1509

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	42709	435	141	33123	328	136	26441	195	109	24244	38	36	21024	12	12	35928	970	181
	HIGH SALARY	72000			54535			40505			33500			23930			72000		
	LOW SALARY	25819			23391			18000			18000			16000			16000		
	FAC MIX PCT	0.45			0.34			0.20			0.04			0.01			1.00		
	SALARY FACTOR	1.00			0.96			0.92			0.87			0.94			1.03		
#1	AVERAGE SALARY	40316	205		31887	201		25500	111		23286	19		20856	9		33635	526	
	HIGH SALARY	72000			54535			37180			28490			23930			72000		
	LOW SALARY	25819			23391			18000			18000			16000			16000		
	FAC MIX PCT	0.39			0.38			0.21			0.04			0.02			1.00		
	SALARY FACTOR	0.95			0.92			0.89			0.84			0.93			0.96		
#2	AVERAGE SALARY	44842	230		35079	127		27684	84		25203	19		21526	3		38646	444	
	HIGH SALARY	58880			49548			40505			33500			22998			58880		
	LOW SALARY	28206			24000			20700			20700			19630			19630		
	FAC MIX PCT	0.52			0.29			0.19			0.04			0.01			1.00		
	SALARY FACTOR	1.05			1.02			0.97			0.91			0.96			1.11		

DISCIPLINE: LIBRARY SCIENCE
MAJOR FIELD: LIBRARY AND ARCHIVAL SCIENCES 1600

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	42370	65	28	33700	90	41	27426	158	48	25084	17	14	20921	59	20	30523	372	54
	HIGH SALARY	58818			53054			40505			36495			33194			58818		
	LOW SALARY	29301			21750			15133			15133			13159			13159		
	FAC MIX PCT	0.17			0.24			0.42			0.05			0.16			1.00		
	SALARY FACTOR	0.99			0.98			0.96			0.90			0.93			0.87		
#1	AVERAGE SALARY	40016	25		32811	47		25461	81		23091	9		20366	39		28120	192	
	HIGH SALARY	50582			53054			35058			31000			33194			53054		
	LOW SALARY	33208			21750			15133			15133			13159			13159		
	FAC MIX PCT	0.13			0.24			0.42			0.05			0.20			1.00		
	SALARY FACTOR	0.94			0.95			0.89			0.83			0.91			0.80		
#2	AVERAGE SALARY	43841	40		34671	43		29492	77		27325	8		22005	20		33086	180	
	HIGH SALARY	58818			48403			40505			36495			28194			58818		
	LOW SALARY	29301			24252			19136			19136			19200			19136		
	FAC MIX PCT	0.22			0.24			0.43			0.04			0.11			1.00		
	SALARY FACTOR	1.03			1.00			1.03			0.98			0.98			0.95		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: MATHEMATICS
MAJOR FIELD: MATHEMATICS
1700

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	43292	1290	236	34752	1157	238	28852	1142	238	28144	159	97	20739	406	141	34399	3995	262
	HIGH SALARY	85754			52084			42700			42000			35480			85754		
	LOW SALARY	13858			18155			15778			19383			12400			12400		
	FAC MIX PCT	0.32			0.29			0.29			0.04			0.10			1.00		
	SALARY FACTOR	1.02			1.01			1.01			1.01			0.92			0.98		
#1	AVERAGE SALARY	41353	688		33389	701		28222	756		27991	103		20636	305		32443	2450	
	HIGH SALARY	85040			50550			42700			42000			35480			85040		
	LOW SALARY	13858			18155			18000			19383			13750			13750		
	FAC MIX PCT	0.28			0.29			0.31			0.04			0.12			1.00		
	SALARY FACTOR	0.97			0.97			0.99			1.01			0.92			0.93		
#2	AVERAGE SALARY	45508	602		36848	456		30087	386		28424	56		21048	101		37500	1545	
	HIGH SALARY	85754			52084			42547			38000			31473			85754		
	LOW SALARY	28179			24687			15778			21190			12400			12400		
	FAC MIX PCT	0.39			0.30			0.25			0.04			0.07			1.00		
	SALARY FACTOR	1.07			1.07			1.05			1.02			0.94			1.07		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICAL SCIENCE
1900

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	41462	299	59	33389	173	56	27284	144	54	26609	22	13	22082	22	16	35404	638	72
	HIGH SALARY	69000			48403			43336			31375			36744			69000		
	LOW SALARY	26726			20847			18357			21000			13838			13838		
	FAC MIX PCT	0.47			0.27			0.23			0.03			0.03			1.00		
	SALARY FACTOR	0.97			0.97			0.95			0.96			0.98			1.01		
#1	AVERAGE SALARY	39746	193		32774	104		26946	100		26428	13		21000	16		34165	413	
	HIGH SALARY	69000			46110			43336			31375			36744			69000		
	LOW SALARY	26726			23580			20455			21000			13838			13838		
	FAC MIX PCT	0.47			0.25			0.24			0.03			0.04			1.00		
	SALARY FACTOR	0.93			0.95			0.94			0.95			0.94			0.98		
#2	AVERAGE SALARY	44584	106		34315	69		28051	44		26871	9		24968	6		37679	225	
	HIGH SALARY	64690			48403			34684			30000			35296			64690		
	LOW SALARY	31105			20847			18357			23048			17618			17618		
	FAC MIX PCT	0.47			0.31			0.20			0.04			0.03			1.00		
	SALARY FACTOR	1.05			0.99			0.98			0.97			1.11			1.08		

BEST AVAILABLE COPY

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICS 1902

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	43777	679	180	35258	388	154	29015	243	123	26918	48	39	22365	27	22	38189	1337	207
	HIGH SALARY	69800			57140			44871			32500			37000			69800		
	LOW SALARY	27460			18162			14728			20000			17618			14728		
	FAC MIX PCT	0.51			0.29			0.18			0.04			0.02			1.00		
	SALARY FACTOR	1.03			1.02			1.01			0.97			1.00			1.09		
#1	AVERAGE SALARY	41466	357		33986	233		28249	139		27124	24		22808	19		36206	748	
	HIGH SALARY	69800			57140			37000			32500			37000			69800		
	LOW SALARY	27460			18162			16940			20000			18000			16940		
	FAC MIX PCT	0.48			0.31			0.19			0.03			0.03			1.00		
	SALARY FACTOR	0.97			0.98			0.99			0.98			1.02			1.04		
#2	AVERAGE SALARY	46340	322		37170	155		30038	104		26712	24		21312	8		40708	589	
	HIGH SALARY	68523			51763			44871			32472			29599			68523		
	LOW SALARY	30326			20250			14728			21833			17618			14728		
	FAC MIX PCT	0.55			0.26			0.18			0.04			0.01			1.00		
	SALARY FACTOR	1.09			1.08			1.05			0.96			0.95			1.16		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: CHEMISTRY, GENERAL 1905

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	42971	1081	213	34209	447	179	27620	377	169	26542	76	58	21243	35	29	37577	1940	234
	HIGH SALARY	100170			60792			41333			38000			27661			100170		
	LOW SALARY	21731			16364			11121			21000			15000			11121		
	FAC MIX PCT	0.56			0.23			0.19			0.04			0.02			1.00		
	SALARY FACTOR	1.01			0.99			0.96			0.96			0.95			1.08		
#1	AVERAGE SALARY	40504	605		32771	280		27053	247		26246	40		21598	29		35305	1161	
	HIGH SALARY	90080			60792			41333			34000			27661			90080		
	LOW SALARY	26784			24260			11121			21000			15004			11121		
	FAC MIX PCT	0.52			0.24			0.21			0.03			0.02			1.00		
	SALARY FACTOR	0.95			0.95			0.94			0.94			0.96			1.01		
#2	AVERAGE SALARY	46106	476		36620	167		28697	130		26871	36		19524	6		40962	779	
	HIGH SALARY	100170			50968			41322			38000			22236			100170		
	LOW SALARY	21731			16364			20000			21999			15000			15000		
	FAC MIX PCT	0.61			0.21			0.17			0.05			0.01			1.00		
	SALARY FACTOR	1.08			1.06			1.00			0.97			0.87			1.17		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: GEOLOGICAL SCIENCES 1914

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	42868	368	117	33675	223	99	28397	148	84	26353	12	12	22568	10	9	37000	749	138
HIGH SALARY	72750			46357			42870			31044			34351			72750		
LOW SALARY	21474			23272			19000			19000			14000			14000		
FAC MIX PCT	0.49			0.30			0.20			0.02			0.01			1.00		
SALARY FACTOR	1.01			0.98			0.99			0.95			1.01			1.06		
#1 AVERAGE SALARY	40926	199		32966	147		27783	100		25649	8		21258	9		35076	455	
HIGH SALARY	72750			46357			42870			30000			26100			72750		
LOW SALARY	21474			23272			19000			19000			14000			14000		
FAC MIX PCT	0.44			0.32			0.22			0.02			0.02			1.00		
SALARY FACTOR	0.96			0.96			0.97			0.92			0.95			1.00		
#2 AVERAGE SALARY	45156	169		35046	76		29675	48		27761	4		34351	1		39978	294	
HIGH SALARY	60117			46267			36742			31044			34351			60117		
LOW SALARY	30159			23441			24000			24000			34351			23441		
FAC MIX PCT	0.57			0.26			0.16			0.01						1.00		
SALARY FACTOR	1.06			1.02			1.04			1.00			1.53			1.14		

DISCIPLINE: PSYCHOLOGY
MAJOR FIELD: PSYCHOLOGY 2000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	42328	1306	222	33815	897	223	27128	625	210	25483	122	83	22373	48	37	36036	2876	249
HIGH SALARY	89500			53772			46004			32000			35296			89500		
LOW SALARY	24408			21012			17000			19000			14000			14000		
FAC MIX PCT	0.45			0.31			0.22			0.04			0.02			1.00		
SALARY FACTOR	0.99			0.98			0.95			0.92			1.00			1.03		
#1 AVERAGE SALARY	39898	681		32246	534		26312	388		25408	79		22279	37		33794	1640	
HIGH SALARY	86400			53772			46004			32000			31250			86400		
LOW SALARY	24408			21012			17000			19000			14000			14000		
FAC MIX PCT	0.42			0.33			0.24			0.05			0.02			1.00		
SALARY FACTOR	0.94			0.93			0.92			0.91			0.99			0.97		
#2 AVERAGE SALARY	44976	625		36123	363		28462	237		25622	43		22686	11		39011	1236	
HIGH SALARY	89500			48403			43644			31044			35296			89500		
LOW SALARY	29511			22500			20000			20000			16480			16480		
FAC MIX PCT	0.51			0.29			0.19			0.03			0.01			1.00		
SALARY FACTOR	1.06			1.05			0.99			0.92			1.01			1.12		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: PUBLIC AFFAIRS & SERVICES
MAJOR FIELD: PUBLIC AFFAIRS & SERVICES 2100

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	42498	74	37	33158	119	46	27218	135	54	25509	25	22	20667	19	10	32154	347	65
HIGH SALARY	55975			43635			39384			29500			27261			55975		
LOW SALARY	31194			21437			20000			21000			17833			17833		
FAC MIX PCT	0.21			0.34			0.39			0.07			0.05			1.00		
SALARY FACTOR	1.00			0.96			0.95			0.92			0.92			0.92		
#1 AVERAGE SALARY	38712	25		32408	71		27224	88		25966	16		20906	10		30276	194	
HIGH SALARY	49008			43635			39384			29500			27261			49008		
LOW SALARY	31985			21437			20000			22000			17833			17833		
FAC MIX PCT	0.13			0.37			0.45			0.08			0.05			1.00		
SALARY FACTOR	0.91			0.94			0.95			0.93			0.93			0.87		
#2 AVERAGE SALARY	44430	49		34267	48		27205	47		24695	9		20401	9		34537	153	
HIGH SALARY	55975			40814			33573			29025			23048			55975		
LOW SALARY	31194			23000			21000			21000			19000			19000		
FAC MIX PCT	0.32			0.31			0.31			0.06			0.06			1.00		
SALARY FACTOR	1.04			0.99			0.95			0.89			0.91			0.99		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIAL SCIENCES 2200

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	41923	372	75	32669	354	75	26819	284	81	25381	59	39	23482	37	21	34045	1047	93
HIGH SALARY	94400			52041			41935			32431			35296			94400		
LOW SALARY	25525			23152			11500			11500			17505			11500		
FAC MIX PCT	0.36			0.34			0.27			0.06			0.04			1.00		
SALARY FACTOR	0.98			0.95			0.94			0.91			1.05			0.97		
#1 AVERAGE SALARY	39149	214		31031	206		26053	177		25390	39		23183	28		32049	625	
HIGH SALARY	94400			52041			39062			32431			32400			94400		
LOW SALARY	25525			23152			11500			11500			17505			11500		
FAC MIX PCT	0.34			0.33			0.28			0.06			0.04			1.00		
SALARY FACTOR	0.92			0.90			0.91			0.91			1.03			0.92		
#2 AVERAGE SALARY	45680	158		34949	148		28085	107		25365	20		24413	9		37001	422	
HIGH SALARY	83700			48545			41935			31500			35296			83700		
LOW SALARY	29896			23573			20142			20142			20631			20142		
FAC MIX PCT	0.37			0.35			0.25			0.05			0.02			1.00		
SALARY FACTOR	1.07			1.01			0.98			0.91			1.09			1.06		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: ANTHROPOLOGY

2202

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	42139	226	74	32631	146	76	26810	87	52	24989	18	15	31802	2	2	36190	461	100
	HIGH SALARY	58167			52449			37371			31044			38915			58167		
	LOW SALARY	28414			22437			16497			16497			24688			16497		
	FAC MIX PCT	0.49			0.32			0.19			0.04						1.00		
	SALARY FACTOR	0.99			0.95			0.94			0.90			1.42			1.04		
#1	AVERAGE SALARY	38635	98		31276	83		25611	51		23675	8		38915	1		33163	233	
	HIGH SALARY	53330			52449			32103			27000			38915			53330		
	LOW SALARY	28414			22437			16497			16497			38915			16497		
	FAC MIX PCT	0.42			0.36			0.22			0.03						1.00		
	SALARY FACTOR	0.91			0.91			0.89			0.85			1.73			0.95		
#2	AVERAGE SALARY	44821	128		34417	63		28509	36		26040	10		24688	1		39282	228	
	HIGH SALARY	58167			48403			37371			31044			24688			58167		
	LOW SALARY	31197			23364			22500			22500			24688			22500		
	FAC MIX PCT	0.56			0.28			0.16			0.04						1.00		
	SALARY FACTOR	1.05			1.00			1.00			0.94			1.10			1.12		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: HISTORY

2205

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	41922	1384	233	33557	627	191	26509	350	157	24371	68	52	22084	33	25	37204	2394	241
	HIGH SALARY	77800			48993			40505			30500			35296			77800		
	LOW SALARY	25456			16667			18000			18000			17505			16667		
	FAC MIX PCT	0.58			0.26			0.15			0.03			0.01			1.00		
	SALARY FACTOR	0.98			0.97			0.93			0.88			0.98			1.06		
#1	AVERAGE SALARY	39645	778		31932	395		25481	221		23876	45		21022	24		34973	1418	
	HIGH SALARY	77800			47223			34144			30500			26071			77800		
	LOW SALARY	26000			16667			18000			18000			17505			16667		
	FAC MIX PCT	0.55			0.28			0.16			0.03			0.02			1.00		
	SALARY FACTOR	0.93			0.93			0.89			0.86			0.94			1.00		
#2	AVERAGE SALARY	44845	606		36323	232		28269	129		25341	23		24916	9		40444	976	
	HIGH SALARY	76996			48993			40505			30000			35296			76996		
	LOW SALARY	25456			22990			19910			20000			19543			19543		
	FAC MIX PCT	0.62			0.24			0.13			0.02			0.01			1.00		
	SALARY FACTOR	1.05			1.05			0.99			0.91			1.11			1.16		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLLECTIVE BARGAINING

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: GEOGRAPHY 2206

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	42308	319	105	33289	215	103	27631	165	85	25888	33	29	23439	23	16	35666	722	136
HIGH SALARY	64625			45096			37836			32000			32466			64625		
LOW SALARY	23231			24569			19122			21000			18190			18190		
FAC MIX PCT	0.44			0.30			0.23			0.05			0.03			1.00		
SALARY FACTOR	0.99			0.96			0.96			0.93			1.04			1.02		
#1 AVERAGE SALARY	40162	157		32649	134		26576	83		26588	15		23659	20		33907	394	
HIGH SALARY	64625			42797			36056			32000			32466			64625		
LOW SALARY	23231			24569			19122			23000			18190			18190		
FAC MIX PCT	0.40			0.34			0.21			0.04			0.05			1.00		
SALARY FACTOR	0.94			0.95			0.93			0.96			1.05			0.97		
#2 AVERAGE SALARY	44387	162		34347	81		28699	82		25304	18		21973	3		37780	328	
HIGH SALARY	60413			45096			37836			31550			23967			60413		
LOW SALARY	32256			25394			21000			21000			20000			20000		
FAC MIX PCT	0.49			0.25			0.25			0.05			0.01			1.00		
SALARY FACTOR	1.04			1.00			1.00			0.91			0.98			1.08		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: POLITICAL SCIENCE 2207

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	42248	672	192	33638	463	174	26668	333	153	25383	79	59	22269	53	47	35520	1521	217
HIGH SALARY	96300			53880			37600			33600			28500			96300		
LOW SALARY	27126			23057			19008			19008			15250			15250		
FAC MIX PCT	0.44			0.30			0.22			0.05			0.03			1.00		
SALARY FACTOR	0.99			0.97			0.93			0.91			0.99			1.02		
#1 AVERAGE SALARY	40040	363		32829	299		26375	231		25776	51		22141	44		33529	937	
HIGH SALARY	96300			53880			37600			33000			28500			96300		
LOW SALARY	28403			23057			19008			19008			15250			15250		
FAC MIX PCT	0.39			0.32			0.25			0.05			0.05			1.00		
SALARY FACTOR	0.94			0.95			0.92			0.93			0.99			0.96		
#2 AVERAGE SALARY	44843	309		35113	164		27333	102		24668	28		22897	9		38714	584	
HIGH SALARY	67586			48403			35895			33600			27024			67586		
LOW SALARY	27126			24167			19035			19035			18059			18059		
FAC MIX PCT	0.53			0.28			0.17			0.05			0.02			1.00		
SALARY FACTOR	1.05			1.02			0.95			0.89			1.02			1.11		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIOLOGY 2208

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	42221	625	165	33948	580	179	27130	411	154	24284	60	49	21496	38	32	35094	1654	211
HIGH SALARY	80000			56150			40505			31044			28940			80000		
LOW SALARY	20123			22412			11500			11500			11693			11500		
FAC MIX PCT	0.38			0.35			0.25			0.04			0.02			1.00		
SALARY FACTOR	0.99			0.98			0.95			0.87			0.96			1.00		
#1 AVERAGE SALARY	39837	307		32640	341		26174	260		24213	38		21543	30		32848	938	
HIGH SALARY	80000			45205			34727			30490			28940			80000		
LOW SALARY	20123			22412			11500			11500			11693			11500		
FAC MIX PCT	0.33			0.36			0.28			0.04			0.03			1.00		
SALARY FACTOR	0.94			0.95			0.91			0.87			0.96			0.94		
#2 AVERAGE SALARY	44524	318		35815	239		28775	151		24406	22		21320	8		38036	716	
HIGH SALARY	66947			56150			40505			31044			24486			66947		
LOW SALARY	27431			23310			20000			20865			18000			18000		
FAC MIX PCT	0.44			0.33			0.21			0.03			0.01			1.00		
SALARY FACTOR	1.05			1.04			1.00			0.88			0.95			1.09		

DISCIPLINE: INTERDISCIPLINARY STUDIES
MAJOR FIELD: MULTI-INTERDISCIPLINARY STUDIES 4900

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	41874	114	31	34000	128	28	26090	136	27	23911	34	7	20917	29	7	32630	407	41
HIGH SALARY	63845			48403			40505			39978			28134			63845		
LOW SALARY	29978			22972			17739			17739			16092			16092		
FAC MIX PCT	0.28			0.31			0.33			0.08			0.07			1.00		
SALARY FACTOR	0.98			0.99			0.91			0.86			0.93			0.93		
#1 AVERAGE SALARY	39755	48		32496	80		25317	108		22685	29		20598	26		29685	262	
HIGH SALARY	63845			47250			39978			39978			28134			63845		
LOW SALARY	32868			22972			17739			17739			16092			16092		
FAC MIX PCT	0.18			0.31			0.41			0.11			0.10			1.00		
SALARY FACTOR	0.93			0.94			0.88			0.82			0.92			0.85		
#2 AVERAGE SALARY	43415	66		36506	48		29072	28		31021	5		23680	3		37949	145	
HIGH SALARY	58167			48403			40505			32560			26916			58167		
LOW SALARY	29978			27010			21420			28696			17993			17993		
FAC MIX PCT	0.46			0.33			0.13			0.03			0.02			1.00		
SALARY FACTOR	1.02			1.06			1.01			1.12			1.05			1.09		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: HEALTH SERV & PARAMED TECH
MAJOR FIELD: HEALTH SERVICES TECHNOLOGIES 5200

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	41860	55	25	34524	124	40	27702	192	44	27100	19	14	22964	70	26	30633	441	55
HIGH SALARY	54926			63749			40139			33000			37000			63749		
LOW SALARY	29999			20078			18504			20000			13095			13095		
FAC MIX PCT	0.12			0.28			0.44			0.04			0.16			1.00		
SALARY FACTOR	0.98			1.00			0.97			0.98			1.02			0.88		
#1 AVERAGE SALARY	37482	25		33974	64		26677	125		26661	10		22205	55		28503	269	
HIGH SALARY	54000			63749			40139			31000			37000			63749		
LOW SALARY	29999			20078			18504			22909			13095			13095		
FAC MIX PCT	0.09			0.24			0.46			0.04			0.20			1.00		
SALARY FACTOR	0.88			0.98			0.93			0.96			0.99			0.82		
#2 AVERAGE SALARY	45509	30		35111	60		29614	67		27588	9		25745	15		33966	172	
HIGH SALARY	54926			42852			36845			33000			28890			54926		
LOW SALARY	34360			26574			20000			20000			20683			20000		
FAC MIX PCT	0.17			0.35			0.39			0.05			0.09			1.00		
SALARY FACTOR	1.07			1.02			1.03			0.99			1.15			0.97		

DISCIPLINE: ALL DISCIPLINE AVERAGES
MAJOR FIELD: ALL MAJOR FIELDS

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	42602	24618		34505	20350		28646	18780		27792	2945		22450	4869		34951	68617	
HIGH SALARY	100170			75000			70702			53041			45000			100170		
LOW SALARY	13855			13203			11121			11500			7750			7750		
FAC MIX PCT	0.36			0.30			0.27			0.04			0.07			1.00		
SALARY FACTOR	1.00			1.00			1.00			1.00			1.00			1.00		
#1 AVERAGE SALARY	40416	13411		33433	12389		28169	12107		27799	1886		22330	3621		33185	41528	
HIGH SALARY	96300			75000			70702			53041			45000			96300		
LOW SALARY	13855			13203			11121			11500			7750			7750		
FAC MIX PCT	0.32			0.30			0.29			0.05			0.09			1.00		
SALARY FACTOR	0.95			0.97			0.98			1.00			0.99			0.95		
#2 AVERAGE SALARY	45218	11207		36174	7961		29512	6673		27778	1059		22799	1248		37658	27089	
HIGH SALARY	100170			59000			52000			52000			44136			100170		
LOW SALARY	20699			16103			14728			17190			11502			11502		
FAC MIX PCT	0.41			0.29			0.25			0.04			0.05			1.00		
SALARY FACTOR	1.06			1.05			1.03			1.00			1.02			1.08		

APPENDIX C

LIST OF PARTICIPATING INSTITUTIONS

	81-82	82-83	83-84	84-85	85-86	86-87	87-88
Adams State College (CO)	*			*	*	*	*
Alabama State University (AL)		*	*	*	*	*	*
Albany State College (GA)				*		*	*
Alcorn State University (MS)	*						
Angelo State University (TX)	*		*	*	*	*	*
APPALACHIAN STATE UNIVERSITY (NC)	*	*	*	*	*	*	*
Arecibo Technological University College (PR)				**	**		
Arkansas State University (AR)		*	*	*	**	*	*
Arkansas Tech University (AR)		*	*	*	*	*	*
Armstrong State College (GA)				*	*		*
Athens State College (AL)					*		
Auburn University at Montgomery (AL)			*	*	*	*	*
AUGUSTA COLLEGE (GA)	*	*	*	*	*	*	*
Austin Peay State University (TN)	*		*			*	*
Ball State University (IN)	*		*		*	*	
Bayamon Technological University College (PR)					*	*	
Bemidji State University (MN)	*	*				**	**
BLACK HILLS STATE COLLEGE (SD)	*	*	*	**	**	**	**
Bluefield State College (WV)			*	*	*	*	*
Boise State University (ID)	*	*	*	*	*		*
Bowie State College (MD)	*	*	*	*			
Bowling Green State University (OH)		*		*		*	*
Bridgewater State College (MA)						**	**
California Maritime Academy (CA)		*		**			
California Polytechnic State University San Luis Obispo (CA)		*	*				
California State College, Bakersfield (CA)				**	**	**	**
California State Polytechnic University Pomona (CA)		*					**
California State University, Dominguez Hills (CA)	*	*		**	**		**
California State University, Fresno (CA)			*		**		
California State University, Fullerton (CA)	*		*	**	**		
CALIFORNIA STATE UNIVERSITY, HAYWARD (CA)	*	*	*	**	**	**	**

Those institutions listed in CAPITAL LETTERS have participated in each of the seven years of the survey.

The "double asterisk" symbol (**) denotes those participating institutions which have collective bargaining contracts (CBCs) with their faculties. Even though many of the participating institutions may have had CBCs previously, this information was not requested until the 1984-85 survey. It was continued with the 1985-86 survey, the 1986-87 survey, and with this 1987-88 survey. Ninety-four (94) of the 272 participating institutions (35%) had CBCs during 1987-1988.

Participating Institutions (continued):	81-82	82-83	83-84	84-85	85-86	86-87	87-88
California State University, Long Beach (CA)		*	*	**	**	**	**
California State University, Los Angeles (CA)				**			**
California State University, Northridge (CA)		*		**			
California State University, Sacramento (CA)							**
California State University, San Bernardino (CA)		*		**	**		
California State University, Stanislaus (CA)	*	*			**	**	**
CALIFORNIA UNIVERSITY OF PENNSYLVANIA (PA)	*	*	*	**	**	**	**
Cameron University (OK)	*	*	*				*
CASTLETON STATE COLLEGE (VT)	*	*	*	**	**	**	**
Cayey University College (PR)		*	*	*		*	
Central Connecticut State University (CT)		*	*	**	**	**	**
Central Michigan University (MI)	*	*	*	**	**		
Central Missouri State University (MO)	*	*		*	*	*	*
Central State University (OK)		*		*	*	*	*
Central Washington University (WA)	*	*		*	*	*	*
Chadron State College (NE)	*	*	*	*		*	*
Chicago State University (IL)	*	*		**	**	**	
Christopher Newport College (VA)	*	*	*	*	*	*	
Citadel,(The) Military College of South Carolina (SC)				*	*	*	*
City University of New York, Bernard M. Baruch (NY)			*	**			
City University of New York, Brooklyn (NY)						**	
City University of New York, Herbert H. Lehman (NY)			*				**
City University of New York, John Jay College of Criminal Justice	*	*	*	**		**	**
Clarion University of Pennsylvania (PA)		*	*	**	**	**	**
Cleveland State University (OH)	*			*	*	*	*
Clinch Valley College of the University of Virginia (VA)			*	*	*		*
College of Charleston (SC)	*		*	*	*		*
College of Staten Island, The (NY)			*	**	**	**	**
College of the Virgin Islands at St. Croix (VI)			*	*	*	*	
College of the Virgin Islands at St. Thomas (VI)	*		*	*	*	*	*
College of William and Mary (VA)		*		*	*		
COLUMBUS COLLEGE (GA)	*	*	*	*	*	*	*
Concord College (WV)	*	*	*	*	*	*	
Coppin State College (MD)	*	*	*	*		*	
Corpus Christi State University (TX)	*	*	*	*			*
Dakota State College (SD)		*	*	**	**		**
DELTA STATE UNIVERSITY (MS)	*	*	*	*	*	*	*

Participating Institutions (continued):	81-82	82-83	83-84	84-85	85-86	86-87	87-88
Dickinson State University (ND)			*	*	*	*	
East Central University (OK)	*		*	*	*	*	*
East Stroudsburg University (PA)	*	*			**		
East Tennessee State University (TN)	*	*	*	*		*	*
East Texas State University (TX)		*		*	*	*	*
East Texas State University at Texarkana (TX)	*	*	*		*	*	*
Eastern Connecticut State University (CT)		*	*	**	**	**	**
Eastern Illinois University (IL)	*	*		**	**	**	**
Eastern Kentucky University (KY)		*		*	*		*
Eastern Michigan University (MI)					**		**
Eastern Montana College (MT)	*	*	*	**		**	**
Eastern New Mexico University (NM)	*	*	*	**	**		**
Eastern Oregon State College (OR)	*	*			*		*
Eastern Washington University (WA)	*	*		*	*	*	
EDINBORO UNIVERSITY OF PENNSYLVANIA (PA)	*	*	*	**	**	**	**
Elizabeth City State University (NC)						*	
Emporia State University (KS)	*	*	*				*
Fairmont State College (WV)	*	*	*	*	*		
Fayetteville State University (NC)	*	*					
FITCHBURG STATE COLLEGE (MA)	*	*	*	**	**	**	**
Florida Agricultural and Mechanical University (FL)	*				**		*
Florida Atlantic University (FL)			*		**	**	**
Florida International University (FL)	*	*		**	**	**	**
FORT HAYS STATE UNIVERSITY (KS)	*	*	*	*	*	*	*
Fort Lewis College (CO)					*	*	*
Framingham State College (MA)			*				
FRANCIS MARION COLLEGE (SC)	*	*	*	*	*	*	*
FROSTBURG STATE COLLEGE (MD)	*	*	*	*	*	*	*
GEORGE MASON UNIVERSITY (VA)	*	*	*	*	*	*	*
GEORGIA COLLEGE (GA)	*	*	*	*	*	*	*
GEORGIA SOUTHERN COLLEGE (GA)	*	*	*	*	*	*	*
Georgia Southwestern College (GA)		*	*	*	*		*
Georgia State University (GA)	*	*					
Glassboro State College (NJ)				**		**	
Glenville State College (WV)		*	*	*	*	*	
Governors State University (IL)		*					
Graduate School of The City University of New York (NY)					**	**	
Grambling State University (LA)	*		*	*		*	*
GRAND VALLEY STATE UNIVERSITY (MI)	*	*	*	*	*	*	*
Harris-Stowe State College (MO)		*	*	*	*	*	*
Henderson State University (AR)	*	*	*	*		*	*
Humacao University College (PR)				*	*	*	
IDAHO STATE UNIVERSITY (ID)	*	*	*	*	*	*	*
ILLINOIS STATE UNIVERSITY (IL)	*	*	*	*	*	*	*
INDIANA STATE UNIVERSITY (IN)	*	*	*	*	*	*	*
Indiana University East (IN)		*		*			*
Indiana University of Pennsylvania (PA)	*			**	**	**	**
Jackson State University (MS)		*			*	*	*
Jacksonville State University (AL)		*	*	**		*	*

Participating Institutions (continued):	81-82	82-83	83-84	84-85	85-86	86-87	87-88
James Madison University (VA)	*	*	*	*		*	*
Jersey City State College (NJ)		*		**			
Kean College of New Jersey (NJ)							**
Kearney State College (NE)	*	*		**		**	**
Keene State College (NH)	*		*	**	**	**	**
Kennesaw College (GA)		*	*	*	*	*	*
Kent State University (OH)	*	*			**	**	**
Kentucky State University (KY)						*	*
Kutztown University (PA)		*		**	**		**
La Montana Regional College (PR)				*			
LAKE SUPERIOR STATE UNIVERSITY (MI)	*	*	*	*	**	**	**
Lamar University--Beaumont (TX)	*	*		*	*	*	
Lander College (SC)	*	*		*	*	*	*
Laredo State University (TX)		*	*		*		
Lewis Clark State College (ID)		*	*	*	*	*	*
Lincoln University (PA)		*				**	**
Livingston University (AL)	*			*	*	*	*
Lock Haven University (PA)	*	*	*	**			**
Longwood College (VA)	*	*		*	*	*	*
Louisiana State University in Shreveport (LA)	*	*		*	*	*	*
Louisiana Tech University (LA)	*			*		*	*
Lyndon State College (VT)	*	*		**		**	**
Maine Maritime Academy (ME)		*				*	*
Mankato State University (MN)		*					
Mansfield University (PA)	*		*	**	**	**	**
MARSHALL UNIVERSITY (WV)	*	*	*	*	*	*	*
Mary Washington College (VA)		*	*	*	*	*	*
Massachusetts College of Art (MA)						**	**
Massachusetts Maritime Academy (MA)		*			**		
MAYVILLE STATE UNIVERSITY (ND)	*	*	*	*	*	*	*
McNeese State University (LA)	*	*	*	*	*		*
Memphis State University (TN)	*	*	*		*	*	*
Mesa College (CO)	*	*		*	*	*	*
METROPOLITAN STATE COLLEGE (CO)	*	*	*	*	*	*	*
Metropolitan State University (MN)				**	**	**	**
MIDDLE TENNESSEE STATE UNIVERSITY (TN)	*	*	*	*	*	*	*
MIDWESTERN STATE UNIVERSITY (TX)	*	*	*	*	*	*	*
MILLERSVILLE UNIVERSITY (PA)	*	*	*	**	**	**	**
Minot State University (ND)			*	*	*	*	*
Mississippi University for Women (MS)			*	*	*	*	*
Mississippi Valley State University (MS)	*						
Missouri Southern State College (MO)	*		*	*	*	*	*
Missouri Western State College (MO)	*		*	*	*	*	*
Montana College of Mineral Science & Technology (MT)	*	*	*	*		*	*
Montclair State College (NJ)				*	**	**	**
Moorhead State University (MN)				**		**	**
Morehead State University (KY)	*	*		*	*	*	*
Morgan State University (MD)				*		*	*
Murray State University (KY)	*	*	*		*	*	*
New Jersey Institute of Technology (NJ)	*						**

Participating Institutions (continued):	81-82	82-83	83-84	84-85	85-86	86-87	87-88
New Mexico Highlands University (NM)					*	*	*
Nicholls State University (LA)			*		*		
North Adams State College (MA)	*	*			**	**	**
North Carolina Agricultural and Technical State University (NC)		*	*	*	*	*	*
North Carolina Central University (NC)		*			*	*	*
North Georgia College (GA)					*	*	
North Texas State University (TX)	*			*	*	*	*
Northeast Louisiana University (LA)	*		*	*	*	*	*
Northeast Missouri State University (MO)		*	*	*	*	*	
Northeastern Illinois University (IL)	*	*		**	**	**	**
Northeastern State University (OK)					*	*	*
NORTHERN ARIZONA UNIVERSITY (AZ)	*	*	*	*	*	*	*
NORTHERN ILLINOIS UNIVERSITY (IL)	*	*	*	*	*	*	*
Northern Kentucky University (KY)	*	*	*		*	*	*
Northern Michigan University (MI)	*	*		**	**	**	**
Northern Montana College (MT)	*			**		**	**
Northern State College (SD)		*	*	**	**	**	**
Northwest Missouri State University (MO)			*	*	*	*	*
Northwestern Oklahoma State University (OK)	*				*		
Northwestern State University (LA)		*		*			*
OAKLAND UNIVERSITY (MI)	*	*	*	*	**	**	**
OLD DOMINION UNIVERSITY (VA)	*	*	*	*	*	*	*
Oregon Institute of Technology (OR)	*	*		*	*		*
Pan American University (TX)			*	*	*	*	
Panhandle State University (OK)				*	*		
Pembroke State University (NC)	*			*	*		
Peru State College (NE)	*		*	**	**	**	**
Pittsburg State University (KS)		*	*	**	**	**	**
Plymouth State College (NH)	*		*	*	*	*	*
Ponce Technological University College--University of Puerto Rico (PR)					*	*	
Portland State University (OR)	*	*		**		**	**
Potsdam College of the State University of New York (NY)						**	**
Purdue University at Calumet (IN)		*		*	*	*	*
Radford University (VA)	*		*	*	*	*	*
Ramapo College of New Jersey (NJ)	*				**		
Rhode Island College (RI)	*			**		**	**
Saginaw Valley State University (MI)		*	*		**	**	
Salem State College (MA)		*	*	**	**	**	**
Salisbury State College (MD)	*	*	*	*	*		*
Sam Houston State University (TX)					*	*	*
San Diego State University (CA)		*			**	**	**
San Francisco State University (CA)							**
Sangamon State University (IL)			*	*	*	*	*
Savannah State College (GA)	*	*	*	*	*		
SHEPHERD COLLEGE (WV)	*	*	*	*	*	*	*
Shippensburg University (PA)		*	*	**	**	**	**
Slippery Rock University of Pennsylvania (PA)	*	*	*			**	**
Sonoma State University (CA)	*	*		**	**	**	**

Participating Institutions (continued):	81-82	82-83	83-84	84-85	85-86	86-87	87-88
South Dakota School of Mines and Technology (SD)			*	**	**	**	*
SOUTHEAST MISSOURI STATE UNIVERSITY (MO)	*	*	*	*	*	*	*
Southeastern Louisiana University (LA)		*	*		*	*	*
Southeastern Massachusetts University (MA)			*		**	**	**
Southeastern Oklahoma State University (OK)			*	*			
SOUTHERN ARKANSAS UNIVERSITY (AR)	*	*	*	*	*	*	*
Southern College of Technology (GA)						*	*
Southern Connecticut State University (CT)		*	*	**	**		**
Southern Illinois University at Carbondale (IL)					*	*	*
Southern Illinois University at Edwardsville (IL)	*	*		*	*	*	*
SOUTHERN OREGON STATE COLLEGE (OR)	*	*	*	**	**	**	**
Southern Technical Institute (GA)		*	*	*	*		
Southern Utah State College (UT)			*	*	*	*	
SOUTHWEST MISSOURI STATE UNIVERSITY (MO)	*	*	*	*	*	*	*
Southwest State University (MN)	*	*	*	**	**	**	
Southwest Texas State University (TX)	*	*		*	*	*	*
Southwestern Oklahoma State University (OK)	*		*	*	*	*	
ST. CLOUD UNIVERSITY (MN)	*	*	*	**	**	**	**
St. Mary's College of Maryland (MD)	*	*	*				
STATE UNIVERSITY OF NEW YORK COLLEGE AT BROCKPORT (NY)	*	*	*	**	**	**	**
State University of New York College at Buffalo (NY)	*		*	**	**	**	**
STATE UNIVERSITY OF NEW YORK COLLEGE AT CORTLAND (NY)	*	*	*	**	**	**	**
State University of New York College at Fredonia (NY)	*	*	*		**	**	**
State University of New York College at Geneseo (NY)		*	*	**	**	**	**
State University of New York College at New Paltz (NY)	*						
State University of New York College at Old Westbury (NY)		*		**		**	**
State University of New York College at Oneonta (NY)				**			
State University of New York College at Plattsburgh (NY)		*		**	**	**	*
State University of New York College at Potsdam (NY)	*	*	*	**	**		
State University of New York College at Purchase (NY)		*	*				
State University of New York College of Technology at Utica/Rome (NY)	*		*	**	**		**
Stephen F. Austin State University (TX)	*		*	*	*	*	*
Stockton State College (NJ)				**	**		
Sul Ross State University (TX)				*	*	*	*
TENNESSEE TECHNOLOGICAL UNIVERSITY (TN)	*	*	*	*	*	*	*
TEXAS A&I UNIVERSITY (TX)	*	*	*	*	*	*	*

Participating Institutions (continued):	81-82	82-83	83-84	84-85	85-86	86-87	87-88
TEXAS A&M UNIVERSITY AT GALVESTON (TX)	☆	☆	☆	☆	☆	☆	☆
Texas Woman's University (TX)			☆	☆		☆	
Towson State University (MD)	☆		☆	☆	☆	☆	☆☆
Trenton State College (NJ)	☆	☆	☆	☆☆	☆☆		☆☆
Troy State University (AL)		☆	☆	☆	☆	☆	☆
UNIVERSITY OF AKRON, THE (OH)	☆	☆	☆	☆	☆	☆	☆
University of Alabama in Huntsville (AL)	☆						
University of Alaska at Anchorage (AK)		☆			☆	☆	
University of Alaska at Fairbanks (AK)				☆			
University of Alaska Southeast (AK)		☆	☆	☆☆			☆
University of Arkansas at Little Rock (AR)				☆	☆	☆	☆
University of Arkansas at Monticello (AR)	☆			☆	☆	☆	☆
University of Baltimore (MD)	☆	☆	☆	☆	☆		
University of Central Arkansas (AR)		☆	☆	☆	☆	☆	
University of Central Florida (FL)	☆			☆☆	☆☆	☆☆	☆☆
UNIVERSITY OF COLORADO AT COLORADO SPRINGS (CO)	☆	☆	☆	☆	☆	☆	☆
University of Colorado at Denver (CO)	☆	☆	☆	☆		☆	☆
University of Guam (GU)	☆	☆					
University of Hawaii (HI)						☆☆	
University of Houston--Clear Lake (TX)	☆			☆	☆	☆	☆
University of Houston--Downtown (TX)	☆	☆	☆	☆			☆
University of Houston--Victoria (TX)	☆	☆					☆
University of Lowell (MA)	☆	☆	☆	☆☆	☆☆		☆☆
University of Maine at Farmington (ME)			☆	☆☆		☆☆	
University of Maine at Fort Kent (ME)			☆			☆☆	☆☆
University of Maine at Presque Isle (ME)		☆	☆	☆☆	☆☆		☆☆
University of Maryland Baltimore County (MD)	☆	☆		☆	☆	☆	☆
University of Missouri - St. Louis (MO)				☆	☆		☆
University of Montevallo (AL)			☆	☆	☆	☆	☆
UNIVERSITY OF NEBRASKA AT OMAHA (NE)	☆	☆	☆	☆☆	☆☆	☆☆	☆☆
University of Nebraska Medical Center (NE)							☆
UNIVERSITY OF NEVADA, LAS VEGAS (NV)	☆	☆	☆	☆	☆	☆	☆
University of New Orleans (LA)	☆	☆					☆
University of North Alabama (AL)	☆	☆		☆	☆	☆	
University of North Carolina at Asheville (NC)	☆		☆	☆		☆	☆
University of North Carolina at Charlotte (NC)		☆	☆	☆	☆	☆	☆
University of North Carolina at Greensboro (NC)	☆	☆		☆	☆	☆	☆
University of North Carolina at Wilmington (NC)		☆		☆		☆	☆
University of North Florida (FL)			☆			☆☆	☆☆
University of Northern Colorado (CO)	☆	☆		☆	☆	☆	☆
UNIVERSITY OF NORTHERN IOWA (IA)	☆	☆	☆	☆☆	☆☆	☆☆	☆☆
University of Pittsburgh at Bradford (PA)						☆	☆
University of Pittsburgh at Johnstown (PA)	☆					☆	
University of Puerto Rico, Medical Sciences Campus (PR)					☆	☆	
University of Puerto Rico at Mayaguez (PR)					☆		

Participating Institutions (continued):	81-82	82-83	83-84	84-85	85-86	86-87	87-88
University of Puerto Rico, Rio Piedras Campus (PR)				*	*	*	
UNIVERSITY OF SCIENCE AND ARTS OF OKLAHOMA (OK)	*	*	*	*	*	*	*
University of South Alabama, The (AL)		*	*	*	*	*	*
University of South Carolina (SC)		*				*	
University of South Carolina at Aiken (SC)	*	*	*	*	*		*
University of South Carolina Coastal Carolina College (SC)	*		*				*
UNIVERSITY OF SOUTH CAROLINA AT SPARTANBURG (SC)	*	*	*	*	**	*	*
University of South Dakota at Springfield (SD)	*	*	*				
University of South Florida (FL)	*	*			**	**	**
UNIVERSITY OF SOUTHERN COLORADO (CO)	*	*	*	*	*	*	*
University of Southern Indiana (IN)	*	*		*	*	*	*
University of Southern Maine (ME)	*			**	*	**	**
University of Southern Mississippi (MS)	*	*	*	*		*	*
University of Southwestern Louisiana (LA)	*		*	*	*	*	
UNIVERSITY OF TENNESSEE AT CHATTANOOGA (TN)	*	*	*	*	*	*	*
UNIVERSITY OF TENNESSEE AT MARTIN, THE (TN)	*	*	*	*	*	*	*
UNIVERSITY OF TEXAS AT DALLAS, THE (TX)	*	*	*	*	*	*	*
University of Texas at San Antonio (TX)			*	*	*	*	*
University of Texas at Tyler, The (TX)	*	*	*		*	*	*
UNIVERSITY OF TEXAS OF THE PERMIAN BASIN (TX)	*	*	*	*	*	*	*
University of the District of Columbia (DC)	*		*	**	**		**
University of Toledo, The (OH)		*		*	*		
University of West Florida (FL)	*	*	*	**	**		**
UNIVERSITY OF WISCONSIN OSHKOSH (WI)	*	*	*	*	*	*	*
University of Wisconsin--Eau Claire (WI)	*		*	*	*	*	*
University of Wisconsin--Green Bay (WI)			*	*	*	*	*
University of Wisconsin--La Crosse (WI)	*	*	*		*	**	*
University of Wisconsin--Parkside (WI)	*		*				*
University of Wisconsin--Platteville (WI)			*	*	*	*	*
University of Wisconsin--River Falls (WI)		*	*				*
University of Wisconsin--Stevens Point (WI)		*	*	*	*	*	*
University of Wisconsin--Stout (WI)	*	*	*	**	*		*
University of Wisconsin--Superior (WI)		*	*	*	*	*	*
University of Wisconsin--Whitewater (WI)			*	*	*		*
University Missouri--St. Louis (MO)				*	*		
VALDOSTA STATE COLLEGE (GA)	*	*	*	*	*	*	*
Valley City State University (ND)				*	*	*	
Washburn University (KS)	*	*		*		*	
Wayne State College (NE)		*	*	**		**	
WEBER STATE COLLEGE (UT)	*	*	*	*	*	*	*
West Chester State College (PA)	*	*		**		**	
WEST GEORGIA COLLEGE (GA)	*	*	*	*	*	*	*

Participating Institutions (continued):	81-82	82-83	83-84	84-85	85-86	86-87	87-88
West Liberty State College (WV)	*	*	*	*	*		*
West Texas State University (TX)			*	*	*	*	*
WEST VIRGINIA COLLEGE OF GRADUATE STUDIES (WV)	*	*	*	*	*	*	*
West Virginia Institute of Technology (WV)		*	*	*	*	*	*
West Virginia State College (WV)				*		*	**
Western Carolina University (NC)	*	*		*	*	*	*
Western Connecticut State University (CT)	*		*	**		**	**
WESTERN ILLINOIS UNIVERSITY (IL)	*	*	*	**	**	**	**
WESTERN KENTUCKY UNIVERSITY (KY)	*	*	*	*	*	*	*
Western Michigan University (MI)		*	*	**	**	**	**
Western Montana College (MT)		*	*		**		**
WESTERN NEW MEXICO UNIVERSITY (NM)	*	*	*	*	**	*	*
WESTERN OREGON STATE COLLEGE (OR)	*	*	*	**	**	**	**
Western State College of Colorado (CO)			*	*	*	*	*
Western Washington University (WA)		*		*	*		*
Westfield State College (MA)	*	*		**	**		
WICHITA STATE UNIVERSITY, THE (KS)	*	*	*	*	*	*	*
William Paterson College of New Jersey (NJ)			*		**	**	**
Winona State University (MN)	*	*		**			**
Winston-Salem State University (NC)	*	*	*		*	*	*
Winthrop College (SC)	*				*	*	*
Worcester State College (MA)	*		*	**			
Wright State University (OH)		*				*	
Youngstown State University (OH)		*	*	**	**	**	**
	205	227	215	268	262	261	272

Total number of AASCU colleges and universities which have participated in the survey at least once during the seven years of the survey: 362.

Total number of AASCU colleges and universities which have participated in each of the seven years of the survey: 64.

Total number of AASCU colleges and universities which have participated in the third report (1988) of "trend study years" for 1984-85 (fourth) and 1987-88 (seventh): 216.

Grand Total of times AASCU colleges and universities have participated in the AASCU/CUPA NATIONAL FACULTY SALARY SURVEY BY DISCIPLINE AND RANK over the seven years (1981-82, 1982-83, 1983-84, 1984-85, 1985-86, 1986-87, and 1987-88) of the survey:: 1,710.

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